

**2009 Operations Employee
Climate Survey
March 2009**

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Section One Introduction and Overview

Introduction

This report provides a summary of the purposes, the methodology and the results of the Operations Employee Climate Survey sponsored by Berkeley Lab. The survey effort was initiated in early 2009 and data were collected in February and March 2009. This effort is part of a broader Laboratory-wide initiative to conduct an employee climate survey on a regular basis.

This survey was undertaken for the following purposes, all of which helped guide the design of the survey:

- To document where employees feel positively about working at Berkeley Lab as well as where they might not.
- To identify which gaps cause any dissatisfaction.
- To discern the degree to which various aspects of working at Berkeley Lab contribute to how employees feel about working at the Lab overall.
- To prioritize areas for improvement.

The overarching goal of this effort is to make Berkeley Lab a better place to work.

Christopher Paquette
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Survey Methodology

Survey Population

The survey solicited feedback from every member of the Operations community. Respondents were informed in advance that ratings would be reported in aggregate by division and by department and that text responses would only be reported in aggregate by division.

Because the survey was administered online, a small group of Facilities employees who did not have email accounts were allowed to respond to the survey through the same link, thus making it impossible to identify their departments. The results for these individuals are included in division level data but not in department level data.

Operations Sample Size and Response Rates

The survey was a census of the entire Operations community and received an 85% response rate. This virtually ensures these results accurately represent the views of the community. The table on the following page details the response rates for all divisions and departments.

Division/Department	No. of Resp.	Total Pop.	Pct. Of Pop.
Office of the CFO			
CFO/Budget Ofc	12	12	100%
CFO/BusSysAnal/CFFieldOps/CFPol&Trn	63	66	95%
CFO/Controller	39	43	91%
CFO/OCFO Ops	9	10	90%
CFO/Procuremnt	49	54	91%
CFO/SpnsrdProj	11	11	100%
Division Total	183	196	93%
Operations Directorate			
OPD/DOAdm - DIRC/IAS/Lab Cnsl/OIA	20	22	91%
Operations Directors			
DIRC/DD	11	12	92%
Technology Transfer and Intellectual Property			
DIRC/Tech Tnsf	15	16	94%
Environmental Health and Safety			
EH&S/EH Div Ofc/Emerg Mgmt/Sec Emer/Training	11	14	79%
EH&S/EnvironSvc	10	12	83%
EH&S/HealthServ	7	8	88%
EH&S/Indst Hygn	15	15	100%
EH&S/Occup Safe	12	13	92%
EH&S/Rad Protec	21	24	88%
EH&S/Waste Mgmt	15	17	88%
Division Total	91	103	88%
Facilities			
FCLT/Dept Ofc	21	26	81%
FCLT/PlnDsgnCst	25	26	96%
FCLT/Plant Ops	73	95	77%
FCLT/Plant Ops (no email)	-	4	-
FCLT/Site Spprt	41	66	62%
FCLT/Site Spprt (no email)	-	18	-
<i>No Email</i>	13	22	59%
Division Total	173	235	74%
Human Resources			
HR/Core Svcs	20	22	91%
HR/Field Svcs	41	44	93%
Division Total	61	66	92%
Information Technology			
IT/IT DivO	27	31	87%
IT/Infrastruc	26	35	74%
IT/Systems	37	43	86%
IT/User Suppt	22	27	81%
Division Total	112	136	82%
Public Affairs			
PAff/CommDept/CrtvSrvs/CSEE/GvtComRel	22	23	96%
<hr/>			
GRAND TOTAL	688	809	85%

Types of Questions

A complete copy of the survey can be found in Appendix A.

The survey used three different types of questions: agreement ratings questions using a six-point scale, importance ratings questions using a six-point scale, and open-ended text questions. The agreement and text questions were organized around twelve categories that formed the titles of individual pages in the survey:

- Sense of Shared Mission
- Safety
- Accountability for Conduct and Performance
- Personal Development
- Organizational Resources for Support
- Supervision
- Group Management Effectiveness
- Recognition
- Fairness and Respect
- Morale
- Pace of Work and Reasonable Workload
- Compensation and Benefits
- Overall

Each of these categories had from one to four agreement questions associated with it and an open-ended text comment question that invited respondents to share any comments related to that category. The very last category, “Overall,” featured two open-ended text questions asking respondents what they liked best about working at Berkeley Lab, and what they liked least.

The final question set in the survey asked respondents to rate the importance of the above-named categories as they related to overall job satisfaction.

Scales Used in the Survey

The following graphic illustrates the six-point scales used in the survey. All ratings questions included an option of “N/A-Don’t Know.”

Agreement Scale



Importance Scale



Overview of the Results

Executive Summary

As noted in the introduction, a primary purpose of the survey was to document where employees feel positively about working at Berkeley Lab as well as where they might not. The following table displays the means for all agreement questions sorted by mean from highest to lowest and includes the percent selecting somewhat agree, agree or strongly agree.

Agreement Ratings Sorted by Mean

Question	Mean	Count	Agree
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.64	677	99%
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.55	684	99%
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.52	676	99%
Q25a. I am glad to be working at Berkeley Lab.	5.48	674	98%
Q5c. My supervisor holds me accountable for deliverables.	5.47	665	98%
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.41	678	97%
Q5a. I work in an environment where ethical conduct is required.	5.39	675	96%
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.36	672	97%
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.31	676	96%
Q13a. I know what is expected of me in my work.	5.30	682	97%
Q15c. I am given an appropriate amount of independence.	5.25	679	94%
Q5b. My supervisor is concerned about improving the performance of my work group.	5.23	666	94%
Q17b. I am treated fairly and with respect by my colleagues.	5.21	683	95%
Q23b. I am satisfied with my benefits.	5.19	679	96%
Q17a. I am treated fairly and with respect by my supervisor.	5.16	682	91%
Q1d. I work in an environment where collaboration with other work groups is encouraged.	5.02	679	91%
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	5.01	674	90%
Q9a. I receive the training needed to do my work.	4.97	676	90%
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	4.95	681	87%
Q13c. My supervisor stresses an appropriate sense of urgency.	4.91	662	90%
Q13b. I receive clear direction from my supervisor.	4.86	672	89%
Q15a. I work in an environment where my opinions and ideas are valued.	4.80	676	87%
Q15b. My ideas on work process and procedure improvements are valued.	4.79	673	87%
Q11a. I work in a group that operates efficiently.	4.77	676	89%
Q9b. I have the resources needed to do my work.	4.76	679	86%
Q11b. New hires are effectively integrated into my Department/group's work priorities.	4.73	595	88%
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.66	670	84%
Q7b. I have a development plan in my annual performance review.	4.58	634	83%
Q19a. Morale in my work unit is generally good.	4.47	677	81%
Q7a. My supervisor and I discuss my career opportunities.	4.33	660	77%
Q23a. I am satisfied with my compensation.	4.29	677	77%
Q21a. I work in an environment where there is a reasonable workload.	4.28	685	74%
Q21b. We have enough staff to get the work done in a quality manner.	3.83	676	63%

What Is Most Important to Overall Job Satisfaction?

Given the desire to use the survey as an input for prioritizing areas for improvement to make Berkeley Lab a better place to work, it makes sense to develop some perspective on the relative ratings. For example, “I am satisfied with my compensation” received some of the lowest agreement ratings in the survey, but how *important* is it to overall satisfaction?

Current Drivers of Job Satisfaction As Derived from Correlations

We were interested in correlating the results of each question with some measure of overall agreement. To arrive at such a measure, we calculated the average level of agreement for all questions for each respondent. We then correlated those averages with the responses for individual questions. The table on the following page shows the results of these calculations. The correlations suggest the following factors, arranged by order of influence, are currently driving overall agreement.

- My ideas are valued
- My supervisor treats me with respect, provides good direction, and cares about my development
- My group is well-managed
- The culture supports excellence and integrity
- I have the training and resources I need to succeed
- I care about the mission of the organization
- Safety is prioritized
- Compensation and benefits are good
- The pace of work is reasonable

One possible way of framing these findings is through the Two Factor Theory, also known as Herzberg’s Motivation-Hygiene Theory, that describes the nature of the associations people make with various aspects of job satisfaction as viewed through two lenses: “hygiene factors” and “motivators.” The table below provides a snapshot.

Factors	Hygiene Factors	Motivators
Relationship to work	Extrinsic	Intrinsic
Relationship to overall job satisfaction	Absence leads to express dissatisfaction, but beyond adequacy, better doesn’t lead to express satisfaction	Better leads to greater express satisfaction, but absence doesn’t lead to express dissatisfaction
Examples	Company policy	Achievement
	Supervision	Recognition
	Relationship with boss	Work itself
	Working conditions	Responsibility
	Salary	Advancement
	Relationships with peers	Growth

Herzberg referred to hygiene factors as “KITA” factors, where KITA is an acronym for Kick In The A..., the process of providing incentives or a threat of punishment to cause someone to do something. Herzberg argues that these provide only short-run success because the motivator factors that determine whether there is satisfaction or no satisfaction are intrinsic to the job itself, and do not result from carrot and stick incentives.... [His theory holds] that true motivation comes from within a person and not from KITA factors.

Critics of Herzberg’s theory argue that the two-factor result is observed because it is natural for people to take credit for satisfaction (motivators) and to blame dissatisfaction on external factors (hygiene factors). Furthermore, job satisfaction does not necessarily imply a high level of motivation or productivity.¹

1 <http://www.netmba.com/mgmt/ob/motivation/herzberg/>

The Relationship Between Specific Questions and Average Levels of Agreement

The table below presents the relationship between the agreement ratings for individual questions and the average level of agreement with all questions from the survey. The column labeled R2 indicates the strength of these relationships and is used as a derived measure of importance. It should be noted that individual question percentages are not additive because they typically overlap in what they measure.

Question	N	R2	Strength of Correlation
My ideas on work process and procedure improvements are valued.	673	63%	High
I work in an environment where my opinions and ideas are valued.	676	63%	
I am treated fairly and with respect by my supervisor.	682	56%	
I receive clear direction from my supervisor.	672	54%	
Morale in my work unit is generally good.	677	54%	
I am comfortable bringing issues and problems to the attention of my supervisor.	681	51%	
I receive constructive and timely feedback on my performance from my supervisor.	670	50%	
I know what is expected of me in my work.	682	47%	Moderate to High
My supervisor stresses an appropriate sense of urgency.	662	46%	
I work in a group that operates efficiently.	676	46%	
My supervisor is concerned about improving the performance of my work group.	666	44%	
I have a development plan in my annual performance review.	634	43%	
My supervisor and I discuss my career opportunities.	660	42%	
I know where to go for help in resolving disputes with colleagues and / or supervisors.	674	41%	
New hires are effectively integrated into my Department/group's work priorities.	595	41%	
My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	678	41%	
I work in an environment where collaboration with other work groups is encouraged.	679	40%	
I work in an environment where ethical conduct is required.	675	39%	
I am given an appropriate amount of independence.	679	38%	
I receive the training needed to do my work.	676	36%	
I have the resources needed to do my work.	679	34%	
My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	676	33%	
I am glad to be working at Berkeley Lab.	674	32%	
I work in a group that recognizes safety as an important core value and priority.	677	31%	
I am treated fairly and with respect by my colleagues.	683	30%	Moderate to Low
I know and understand what my worker rights and responsibilities are as related to safety and health.	676	27%	
The Laboratory's safety guidelines and practices help me conduct my work safely.	672	25%	
My work is important and contributes to the achievement of Berkeley Lab's mission.	684	24%	
I am satisfied with my compensation.	677	22%	
We have enough staff to get the work done in a quality manner.	676	22%	
My supervisor holds me accountable for deliverables.	665	22%	
I work in an environment where there is a reasonable workload.	685	20%	Low
I am satisfied with my benefits.	679	15%	

How the Community Rated Various Categories for Importance to Overall Job Satisfaction

The survey included a section that asked respondents to rate the importance to overall job satisfaction of the twelve discreet categories featured in the survey. The results appear below. They do not line up with the correlations with overall agreement. This is not surprising given that the literature supports the notion that people's responses to importance questions often reflect what is "socially acceptable" rather than what is truly important to individuals. Thus, the results to this question may best be interpreted as a measure of the cultural norms at Berkeley Lab.

Measures of Importance for Job Satisfaction Sorted by Mean

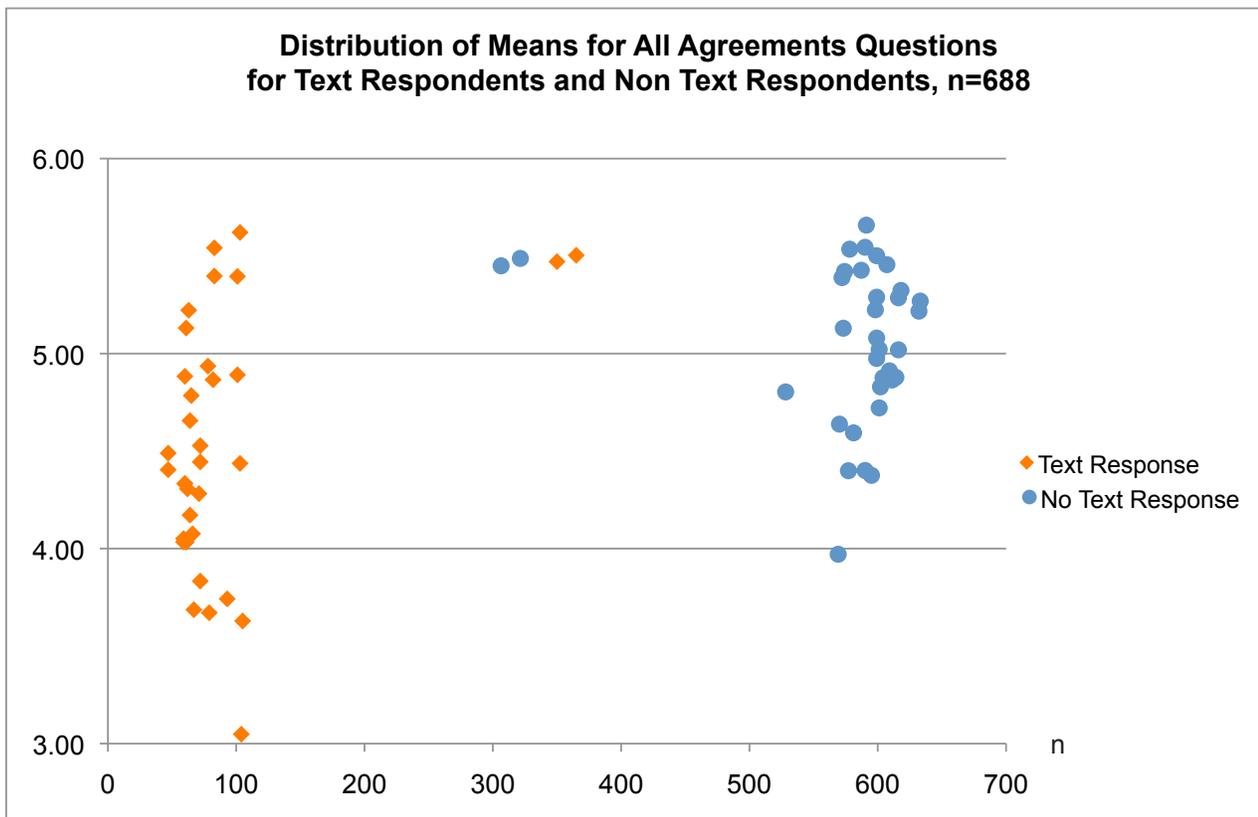
Question	Mean	Count
Q28i. Fairness and Respect	5.56	679
Q28l. Compensation and Benefits	5.44	673
Q28c. Accountability for Conduct and Performance	5.41	677
Q28b. Safety	5.33	677
Q28j. Morale	5.33	676
Q28k. Pace of Work and Reasonable Workload	5.26	678
Q28d. Personal Development	5.24	672
Q28a. Sense of Shared Mission	5.21	674
Q28e. Organizational Resources for Support	5.16	672
Q28g. Group Management Effectiveness	5.08	673
Q28h. Recognition	5.05	675
Q28f. Supervision	4.95	674

Differences in Means for Respondents Who Provided Written Comments Versus Respondents Who Did Not

On average, 13% of respondents to any given question elected to provide written comments, although the true range was between 7% and 54%. The following table and chart examine the differences in agreement means for people who provided written comments versus those that did not. This is one way of providing context for the text comments and answers the question, are the people who are less likely to agree with a given statement more likely to provide a written comment? For many, but not all of the questions, the answer is yes.

Question	Text Resp. n	Pct. of All Resp. Who Wrote	Mean for Text Resp.	Mean for All BUT Text Resp.	Diff
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	101	15%	4.89	5.39	-0.49
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	101	15%	5.40	5.42	-0.02
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	103	15%	5.62	5.53	0.09
Q1d. I work in an environment where collaboration with other work groups is encouraged.	103	15%	4.44	5.13	-0.69
Q3a. I work in a group that recognizes safety as an important core value and priority.	83	12%	5.54	5.65	-0.11
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	82	12%	4.87	5.42	-0.56
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	83	12%	5.40	5.54	-0.14
Q5a. I work in an environment where ethical conduct is required.	65	10%	4.78	5.45	-0.67
Q5b. My supervisor is concerned about improving the performance of my work group.	64	10%	4.66	5.29	-0.63
Q5c. My supervisor holds me accountable for deliverables.	63	9%	5.22	5.50	-0.28
Q7a. My supervisor and I discuss my career opportunities.	67	10%	3.69	4.40	-0.71
Q7b. I have a development plan in my annual performance review.	61	10%	4.03	4.64	-0.60
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	66	10%	4.08	4.72	-0.64
Q9a. I receive the training needed to do my work.	72	11%	4.53	5.02	-0.49
Q9b. I have the resources needed to do my work.	72	11%	3.83	4.87	-1.04
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	72	11%	4.44	5.08	-0.63
Q11a. I work in a group that operates efficiently.	71	11%	4.28	4.83	-0.54
Q11b. New hires are effectively integrated into my Department/group's work priorities.	64	11%	4.17	4.80	-0.63
Q13a. I know what is expected of me in my work.	61	9%	5.13	5.32	-0.19
Q13b. I receive clear direction from my supervisor.	60	9%	4.33	4.91	-0.58

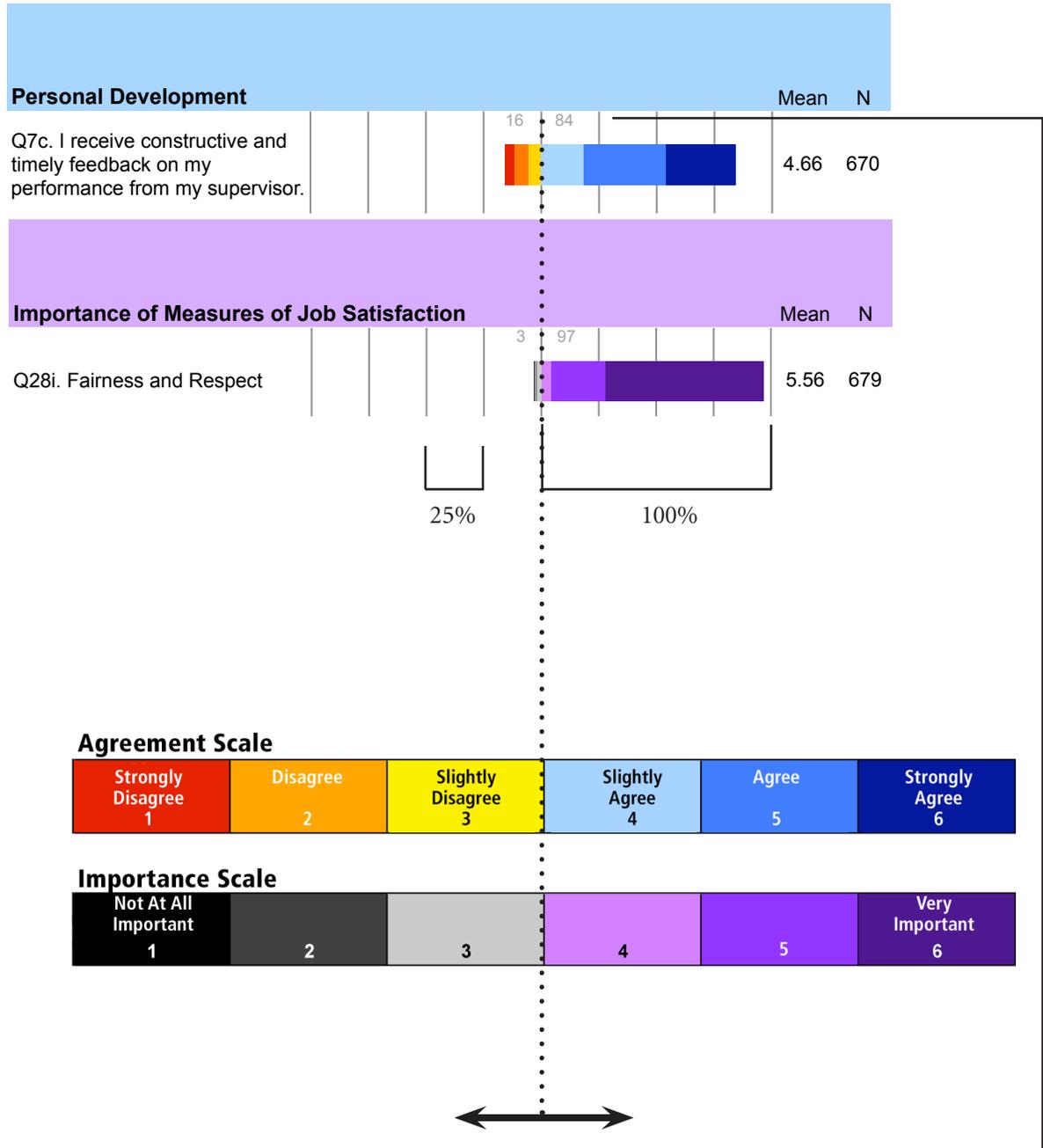
Question	Text Resp. n	Pct. of All Resp. Who Wrote	Mean for Text Resp.	Mean for All BUT Text Resp.	Diff
Q13c. My supervisor stresses an appropriate sense of urgency.	60	9%	4.33	4.97	-0.64
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	62	9%	4.31	5.02	-0.71
Q15a. I work in an environment where my opinions and ideas are valued.	59	9%	4.05	4.88	-0.82
Q15b. My ideas on work process and procedure improvements are valued.	59	9%	4.03	4.86	-0.83
Q15c. I am given an appropriate amount of independence.	60	9%	4.88	5.28	-0.40
Q17a. I am treated fairly and with respect by my supervisor.	47	7%	4.49	5.21	-0.72
Q17b. I am treated fairly and with respect by my colleagues.	47	7%	4.40	5.27	-0.86
Q19a. Morale in my work unit is generally good.	93	14%	3.74	4.59	-0.85
Q21a. I work in an environment where there is a reasonable workload.	105	15%	3.63	4.40	-0.77
Q21b. We have enough staff to get the work done in a quality manner.	104	15%	3.05	3.97	-0.92
Q23a. I am satisfied with my compensation.	79	12%	3.67	4.37	-0.70
Q23b. I am satisfied with my benefits.	78	11%	4.94	5.22	-0.29
Q25a. I am glad to be working at Berkeley Lab. (likes best)	365	54%	5.50	5.45	0.06
Q25a. I am glad to be working at Berkeley Lab. (likes least)	350	52%	5.47	5.48	-0.01
Averages for All Questions	91	13%	4.52	5.05	-0.53



Reading the Charts and Tables

Reading the Summary Charts

Throughout this report there are charts that show the percent responding for a given point in the scales depicted below. The diagram below illustrates the structure of these charts.



All charts for the scales shown above feature a dotted line that indicates the midpoint of all possible responses.

The total percents on either side of the midpoint are represented as whole numbers.

Reading the Breakout Tables and Charts

Throughout this report there are tables and charts that have been designed to illustrate differences in level of agreement or importance between divisions, between departments within divisions, and between various demographic groups. The diagram below illustrates the structure of these tables and charts.

The first column displays summary results for the population included in the breakout.

Unique groups within the population appear in subsequent columns.

The following statistical measures are provided:

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	IT	Pub Aff
Q15a. I work in an environment where my opinions and ideas are valued.	4.80	4.83	5.30	5.27	4.85	4.00
	676	179	20	11	112	22
	1.20	1.18	0.80	0.79	1.28	1.63
Q15b. My ideas on work process and procedure improvements are valued.	4.79	4.83	5.35	5.36	4.80	4.05
	673	179	20	11	111	22
	1.21	1.20	0.67	0.81	1.25	1.59
Q15c. I am given an appropriate amount of independence.	5.25	5.19	5.80	5.73	5.30	4.77
	679	178	20	11	112	22
	0.92	0.90	0.41	0.47	1.01	1.19

Mean
Count
Standard Deviation

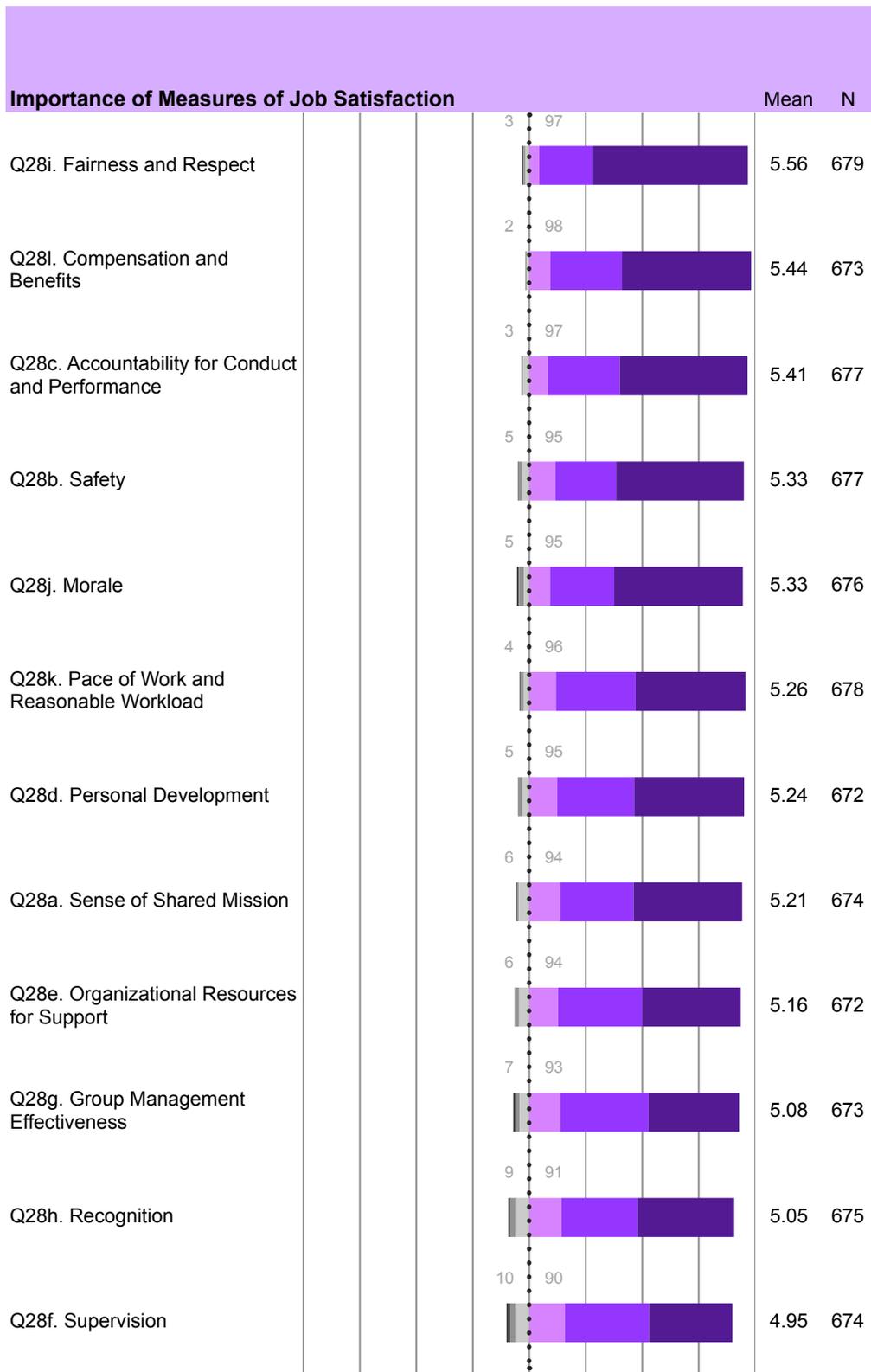
Color codings of all statistical measures have been provided in order to flag possible areas of strength or weakness according to the following scheme:

- ≤ 4.00
- 4.01 - 4.50
- ≥ 5.50

The differences between the mean for "All" versus the means for individual divisions or departments are graphed.

Measures of Importance to Overall Job Satisfaction

The literature supports the notion that people's responses to importance questions often reflect what is "socially acceptable" rather than what is truly important to individuals. Thus, the results to this question may best be interpreted as a measure of the cultural norms at Berkeley Lab.



Q28a Sense of Shared Mission									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.21	0%	1%	5%	14%	32%	48%	674	0.94
CFO Ofc	5.30	1%	1%	2%	13%	30%	53%	181	0.94
OD	5.65	0%	0%	0%	5%	25%	70%	20	0.59
OpsDirs	5.82	0%	0%	0%	0%	18%	82%	11	0.40
TTIP	5.57	0%	0%	0%	0%	43%	57%	14	0.51
EHS	5.06	0%	2%	8%	16%	30%	44%	88	1.07
Fac	5.15	0%	1%	7%	15%	33%	45%	169	0.94
HR	5.00	0%	3%	8%	15%	31%	42%	59	1.11
IT	5.26	0%	0%	4%	10%	43%	44%	110	0.79
PA	5.00	0%	0%	0%	41%	18%	41%	22	0.93

Q28b Safety									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.33	0%	2%	3%	12%	27%	57%	677	0.93
CFO Ofc	5.32	0%	3%	3%	10%	26%	58%	182	0.98
OD	5.40	0%	0%	0%	15%	30%	55%	20	0.75
OpsDirs	5.60	0%	0%	0%	0%	40%	60%	10	0.52
TTIP	5.07	0%	0%	0%	14%	64%	21%	14	0.62
EHS	5.37	0%	0%	4%	11%	27%	57%	91	0.85
Fac	5.49	0%	1%	2%	10%	24%	64%	167	0.79
HR	5.21	0%	2%	3%	16%	30%	49%	61	0.95
IT	5.16	1%	4%	4%	15%	25%	53%	110	1.13
PA	5.14	0%	0%	14%	9%	27%	50%	22	1.08

Q28c Accountability for Conduct and Performance									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.41	0%	1%	3%	8%	32%	57%	677	0.82
CFO Ofc	5.54	0%	0%	2%	6%	29%	63%	182	0.69
OD	5.85	0%	0%	0%	0%	15%	85%	20	0.37
OpsDirs	5.55	0%	0%	0%	0%	45%	55%	11	0.52
TTIP	5.31	0%	0%	0%	8%	54%	38%	13	0.63
EHS	5.24	0%	0%	7%	12%	32%	49%	91	0.91
Fac	5.27	1%	2%	3%	10%	33%	51%	168	0.96
HR	5.46	0%	2%	0%	10%	28%	61%	61	0.81
IT	5.42	0%	0%	3%	7%	35%	55%	109	0.75
PA	5.41	0%	0%	5%	5%	36%	55%	22	0.80

Q28d Personal Development									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.24	0%	2%	3%	12%	34%	49%	672	0.92
CFO Ofc	5.22	0%	1%	4%	15%	32%	48%	179	0.92
OD	5.45	0%	0%	0%	15%	25%	60%	20	0.76
OpsDirs	4.91	0%	0%	0%	36%	36%	27%	11	0.83
TTIP	5.57	0%	0%	0%	0%	43%	57%	14	0.51
EHS	5.18	0%	0%	3%	20%	32%	44%	90	0.87
Fac	5.02	1%	4%	5%	14%	36%	41%	167	1.10
HR	5.43	0%	2%	2%	5%	36%	56%	61	0.81
IT	5.53	0%	1%	0%	4%	36%	59%	108	0.66
PA	5.23	0%	5%	5%	9%	27%	55%	22	1.11

Q28e Organizational Resources for Support									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.16	0%	2%	4%	13%	37%	44%	672	0.96
CFO Ofc	5.24	0%	1%	3%	12%	40%	45%	182	0.83
OD	5.50	0%	0%	0%	10%	30%	60%	20	0.69
OpsDir	4.90	0%	0%	0%	30%	50%	20%	10	0.74
TTIP	5.07	0%	0%	7%	14%	43%	36%	14	0.92
EHS	5.04	1%	2%	7%	18%	26%	46%	91	1.13
Fac	4.96	1%	4%	5%	16%	35%	38%	164	1.12
HR	5.36	0%	2%	5%	2%	39%	52%	61	0.88
IT	5.29	0%	0%	2%	9%	47%	42%	108	0.71
PA	5.09	0%	0%	14%	14%	23%	50%	22	1.11

Q28f Supervision									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	4.95	2%	2%	6%	16%	37%	37%	674	1.12
CFO Ofc	5.13	1%	1%	5%	10%	41%	41%	182	1.00
OD	4.74	5%	0%	0%	26%	47%	21%	19	1.15
OpsDir	4.91	0%	9%	9%	9%	27%	45%	11	1.38
TTIP	4.50	0%	0%	21%	29%	29%	21%	14	1.09
EHS	4.82	2%	3%	7%	20%	34%	34%	91	1.20
Fac	4.83	2%	4%	7%	19%	32%	36%	166	1.22
HR	5.23	2%	0%	7%	10%	30%	52%	61	1.06
IT	4.95	1%	1%	5%	18%	47%	29%	108	0.94
PA	4.68	9%	5%	0%	18%	32%	36%	22	1.55

Q28g Group Management Effectiveness									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.08	1%	2%	4%	14%	39%	40%	673	1.01
CFO Ofc	5.19	1%	1%	3%	15%	35%	45%	181	0.92
OD	5.35	0%	0%	0%	15%	35%	50%	20	0.75
OpsDir	5.40	0%	0%	0%	0%	60%	40%	10	0.52
TTIP	5.07	0%	0%	7%	7%	57%	29%	14	0.83
EHS	4.96	0%	1%	10%	18%	35%	36%	91	1.02
Fac	4.74	2%	5%	7%	17%	37%	31%	166	1.25
HR	5.39	0%	0%	2%	8%	39%	51%	61	0.71
IT	5.22	1%	1%	1%	6%	54%	37%	109	0.81
PA	5.48	0%	5%	0%	14%	5%	76%	21	1.08

Q28h Recognition									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.05	1%	2%	6%	14%	34%	43%	675	1.08
CFO Ofc	5.11	0%	2%	6%	13%	38%	41%	181	0.97
OD	5.10	0%	0%	5%	25%	25%	45%	20	0.97
OpsDir	5.36	0%	0%	0%	0%	64%	36%	11	0.50
TTIP	5.29	0%	0%	0%	21%	29%	50%	14	0.83
EHS	4.82	1%	4%	9%	19%	31%	36%	91	1.21
Fac	4.83	2%	4%	8%	16%	31%	38%	166	1.27
HR	5.52	0%	0%	2%	10%	23%	66%	61	0.74
IT	5.19	2%	0%	4%	9%	42%	43%	109	0.97
PA	4.95	0%	5%	9%	18%	23%	45%	22	1.21

Q28i Fairness and Respect									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.56	1%	1%	2%	4%	24%	69%	679	0.82
CFO Ofc	5.61	1%	0%	1%	7%	21%	71%	182	0.72
OD	5.80	0%	0%	0%	0%	20%	80%	20	0.41
OpsDirs	5.91	0%	0%	0%	0%	9%	91%	11	0.30
TTIP	5.79	0%	0%	0%	0%	21%	79%	14	0.43
EHS	5.40	0%	1%	7%	2%	32%	58%	91	0.91
Fac	5.33	2%	3%	2%	5%	30%	58%	168	1.09
HR	5.89	0%	0%	0%	0%	11%	89%	61	0.32
IT	5.65	0%	0%	0%	6%	22%	72%	110	0.60
PA	5.59	0%	0%	5%	5%	18%	73%	22	0.80

Q28j Morale									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.33	1%	2%	2%	9%	28%	57%	676	1.00
CFO Ofc	5.35	1%	2%	2%	12%	25%	59%	182	0.96
OD	5.45	5%	0%	0%	5%	20%	70%	20	1.19
OpsDirs	5.64	0%	0%	0%	0%	36%	64%	11	0.50
TTIP	5.57	0%	0%	0%	7%	29%	64%	14	0.65
EHS	5.19	0%	2%	4%	14%	31%	48%	91	0.99
Fac	5.10	2%	6%	5%	6%	29%	52%	168	1.30
HR	5.66	0%	0%	0%	2%	31%	67%	61	0.51
IT	5.50	0%	0%	0%	8%	34%	58%	107	0.65
PA	5.36	0%	0%	0%	23%	18%	59%	22	0.85

Q28k Pace of Work and Reasonable Workload									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.26	0%	1%	3%	12%	35%	49%	678	0.90
CFO Ofc	5.38	0%	1%	3%	11%	29%	56%	181	0.83
OD	5.20	0%	0%	5%	15%	35%	45%	20	0.89
OpsDirs	4.82	0%	0%	0%	36%	45%	18%	11	0.75
TTIP	5.36	0%	0%	0%	14%	36%	50%	14	0.74
EHS	5.13	1%	2%	3%	16%	30%	47%	91	1.07
Fac	5.15	1%	2%	3%	14%	36%	44%	168	0.99
HR	5.49	0%	3%	0%	3%	31%	62%	61	0.85
IT	5.30	0%	1%	3%	5%	47%	44%	110	0.77
PA	5.09	0%	0%	0%	23%	45%	32%	22	0.75

Q28l Compensation and Benefits									
	Mean	1-VU	2	3	4	5	6-VI	Count	Std. Dev.
All	5.44	0%	1%	1%	9%	32%	57%	673	0.76
CFO Ofc	5.53	0%	0%	1%	8%	28%	63%	178	0.69
OD	5.55	0%	0%	0%	10%	25%	65%	20	0.69
OpsDirs	5.36	0%	0%	0%	9%	45%	45%	11	0.67
TTIP	5.36	0%	0%	0%	0%	64%	36%	14	0.50
EHS	5.37	0%	1%	1%	12%	31%	55%	91	0.83
Fac	5.30	0%	1%	2%	13%	32%	51%	167	0.87
HR	5.57	0%	2%	0%	7%	23%	69%	61	0.76
IT	5.43	0%	0%	1%	7%	39%	52%	109	0.67
PA	5.64	0%	0%	0%	5%	27%	68%	22	0.58

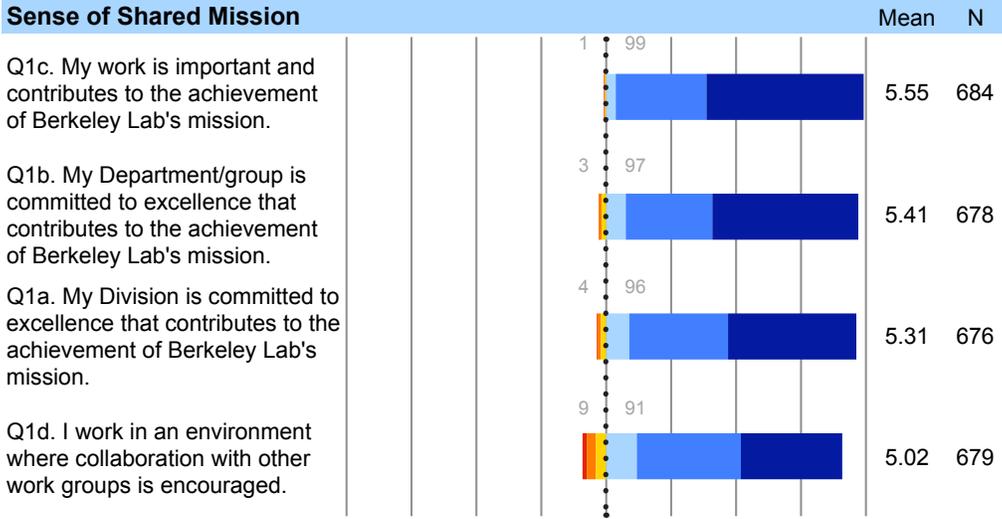
24 | Measures of Importance to Overall Job Satisfaction • Berkeley Lab 2009 Operations Employee Climate Survey

Question	All	CFO	Ops Dirtrate	Ops Dirtrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q28a. Sense of Shared Mission	5.21	5.30	5.65	5.82	5.57	5.06	5.15	5.00	5.26	5.00
	674	181	20	11	14	88	169	59	110	22
	0.94	0.94	0.59	0.40	0.51	1.07	0.94	1.11	0.79	0.93
Question	All	CFO	Ops Dirtrate	Ops Dirtrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q28b. Safety	5.33	5.32	5.40	5.60	5.07	5.37	5.49	5.21	5.16	5.14
	677	182	20	10	14	91	167	61	110	22
	0.93	0.98	0.75	0.52	0.62	0.85	0.79	0.95	1.13	1.08
Question	All	CFO	Ops Dirtrate	Ops Dirtrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q28c. Accountability for Conduct and Performance	5.41	5.54	5.85	5.55	5.31	5.24	5.27	5.46	5.42	5.41
	677	182	20	11	13	91	168	61	109	22
	0.82	0.69	0.37	0.52	0.63	0.91	0.96	0.81	0.75	0.80
Question	All	CFO	Ops Dirtrate	Ops Dirtrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q28d. Personal Development	5.24	5.22	5.45	4.91	5.57	5.18	5.02	5.43	5.53	5.23
	672	179	20	11	14	90	167	61	108	22
	0.92	0.92	0.76	0.83	0.51	0.87	1.10	0.81	0.66	1.11
Question	All	CFO	Ops Dirtrate	Ops Dirtrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q28e. Organizational Resources for Support	5.16	5.24	5.50	4.90	5.07	5.04	4.96	5.36	5.29	5.09
	672	182	20	10	14	91	164	61	108	22
	0.96	0.83	0.69	0.74	0.92	1.13	1.12	0.88	0.71	1.11
Question	All	CFO	Ops Dirtrate	Ops Dirtrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q28f. Supervision	4.95	5.13	4.74	4.91	4.50	4.82	4.83	5.23	4.95	4.68
	674	182	19	11	14	91	166	61	108	22
	1.12	1.00	1.15	1.38	1.09	1.20	1.22	1.06	0.94	1.55

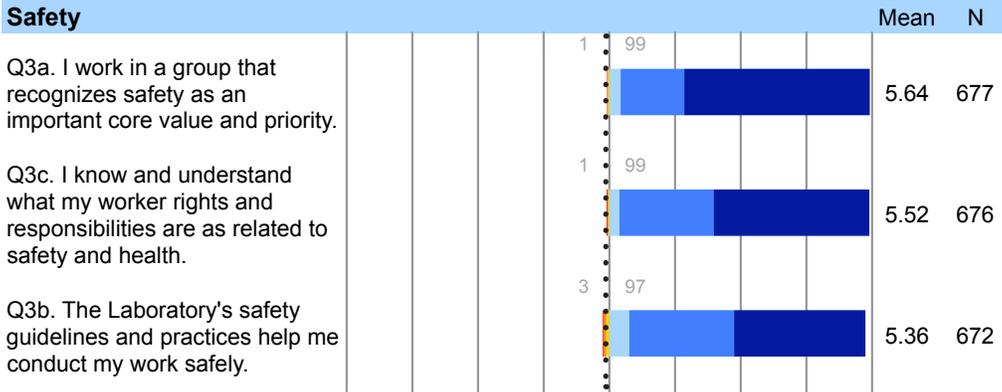
Question	All	CFO	Ops Dirctrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q28g. Group Management Effectiveness	5.08	5.19	5.35	5.40	5.07	4.96	4.74	5.39	5.22	5.48
	673	181	20	10	14	91	166	61	109	21
	1.01	0.92	0.75	0.52	0.83	1.02	1.25	0.71	0.81	1.08
Question	All	CFO	Ops Dirctrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q28h. Recognition	5.05	5.11	5.10	5.36	5.29	4.82	4.83	5.52	5.19	4.95
	675	181	20	11	14	91	166	61	109	22
	1.08	0.97	0.97	0.50	0.83	1.21	1.27	0.74	0.97	1.21
Question	All	CFO	Ops Dirctrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q28i. Fairness and Respect	5.56	5.61	5.80	5.91	5.79	5.40	5.33	5.89	5.65	5.59
	679	182	20	11	14	91	168	61	110	22
	0.82	0.72	0.41	0.30	0.43	0.91	1.09	0.32	0.60	0.80
Question	All	CFO	Ops Dirctrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q28j. Morale	5.33	5.35	5.45	5.64	5.57	5.19	5.10	5.66	5.50	5.36
	676	182	20	11	14	91	168	61	107	22
	1.00	0.96	1.19	0.50	0.65	0.99	1.30	0.51	0.65	0.85
Question	All	CFO	Ops Dirctrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q28k. Pace of Work and Reasonable Workload	5.26	5.38	5.20	4.82	5.36	5.13	5.15	5.49	5.30	5.09
	678	181	20	11	14	91	168	61	110	22
	0.90	0.83	0.89	0.75	0.74	1.07	0.99	0.85	0.77	0.75
Question	All	CFO	Ops Dirctrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q28l. Compensation and Benefits	5.44	5.53	5.55	5.36	5.36	5.37	5.30	5.57	5.43	5.64
	673	178	20	11	14	91	167	61	109	22
	0.76	0.69	0.69	0.67	0.50	0.83	0.87	0.76	0.67	0.58

Summary Charts of Agreement Ratings for All Questions

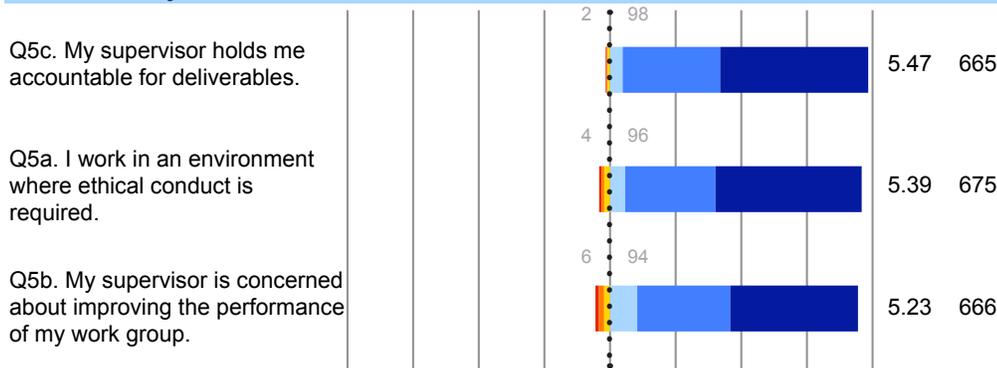
Sense of Shared Mission



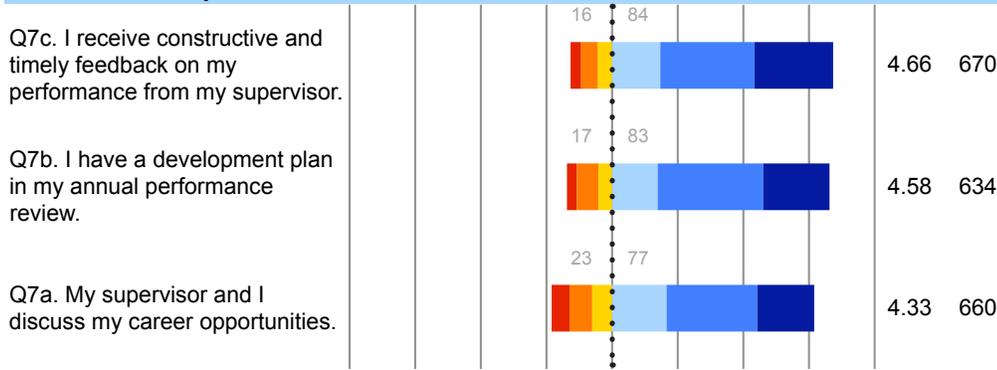
Safety



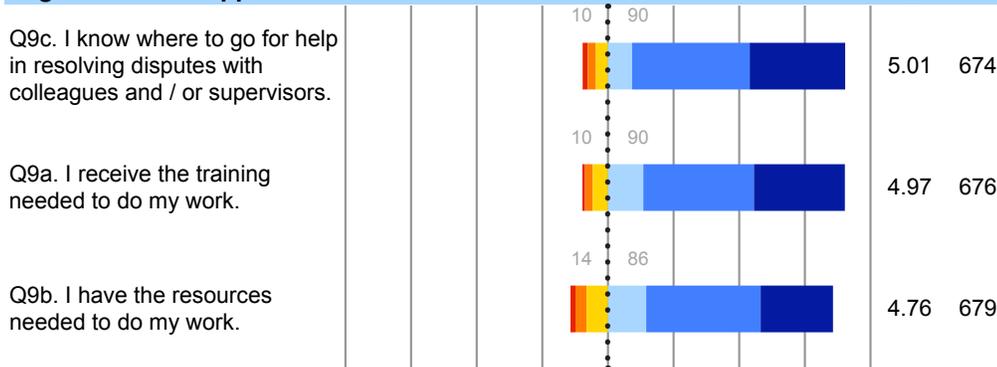
Accountability

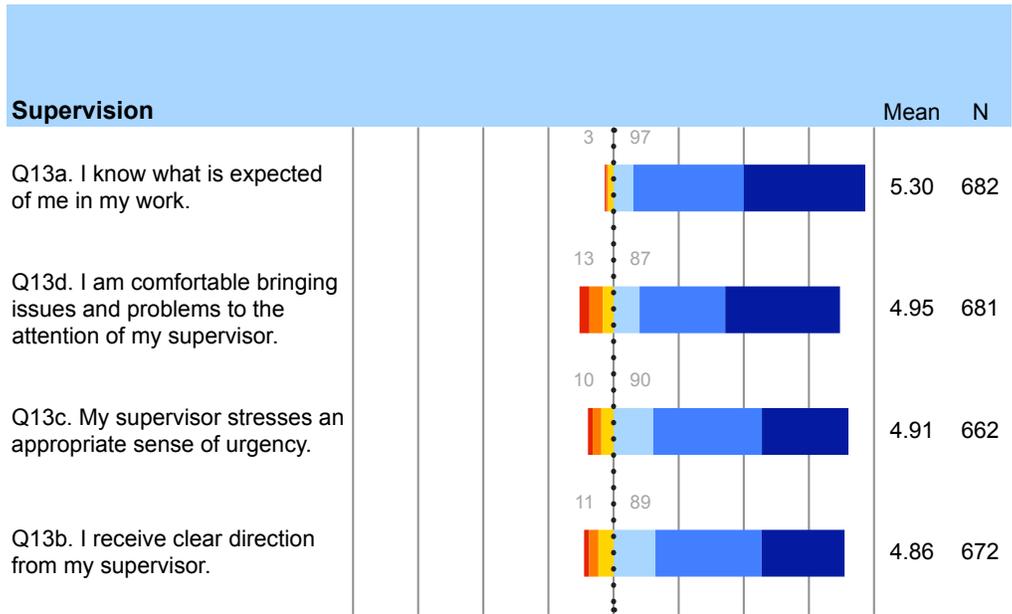
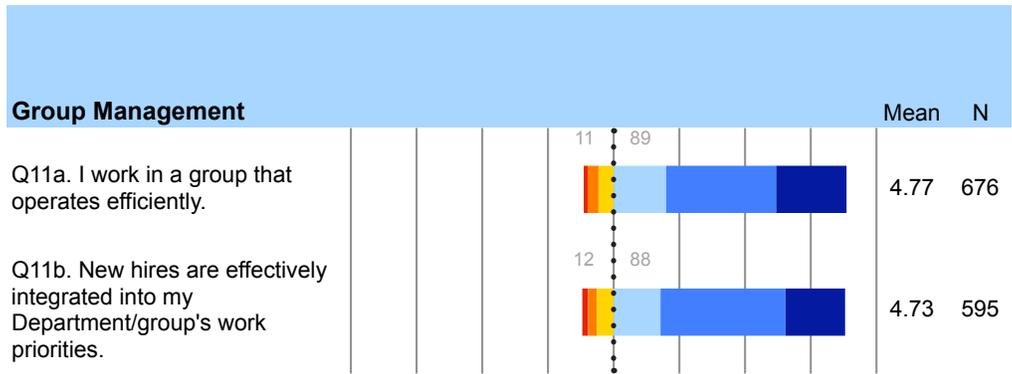


Personal Development

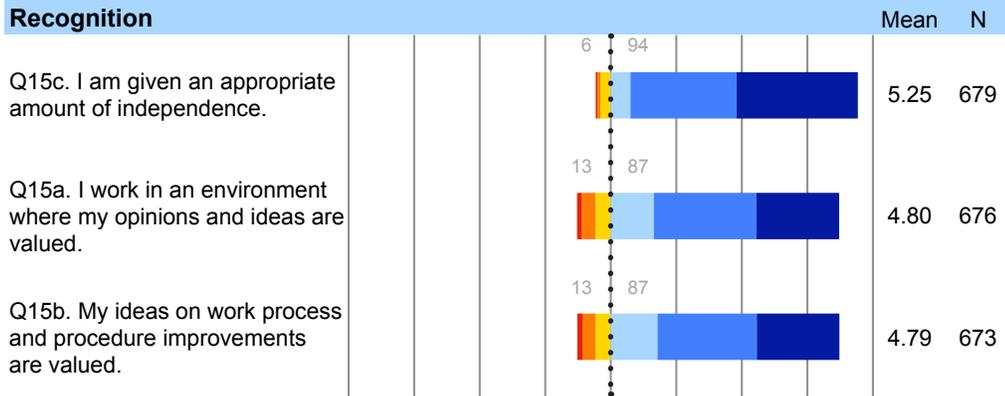


Organizational Support

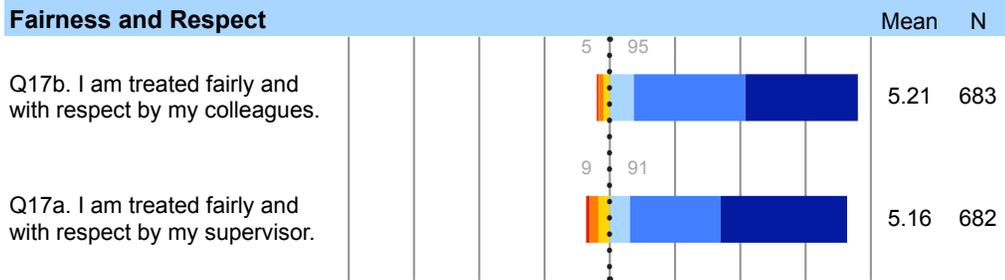




Recognition

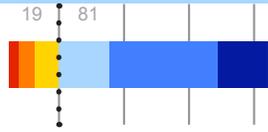


Fairness and Respect



Morale

Q19a. Morale in my work unit is generally good.

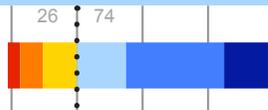


Mean N

4.47 677

Pace of Work

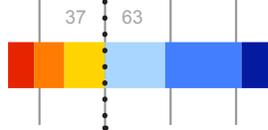
Q21a. I work in an environment where there is a reasonable workload.



Mean N

4.28 685

Q21b. We have enough staff to get the work done in a quality manner.



Mean N

3.83 676

Compensation and Benefits

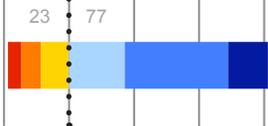
Q23b. I am satisfied with my benefits.



Mean N

5.19 679

Q23a. I am satisfied with my compensation.

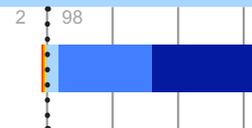


Mean N

4.29 677

Working at Berkeley Lab

Q25a. I am glad to be working at Berkeley Lab.



Mean N

5.48 674

Breakout Charts and Tables -All Divisions

Sense of Shared Mission: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.31	5.35	5.65	5.91	5.64	5.21	5.11	5.51	5.42	5.00
	676	179	20	11	14	91	169	61	111	20
	0.86	0.72	0.67	0.30	0.50	0.90	0.97	0.79	0.88	0.92
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.41	5.38	5.60	5.82	5.64	5.36	5.27	5.53	5.64	5.05
	678	181	20	11	14	91	169	60	110	22
	0.81	0.83	0.68	0.40	0.50	0.88	0.79	0.77	0.67	1.17
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.55	5.52	5.70	5.91	5.71	5.55	5.55	5.41	5.56	5.52
	684	182	20	11	14	91	172	61	112	21
	0.64	0.65	0.57	0.30	0.47	0.69	0.62	0.62	0.71	0.51
Q1d. I work in an environment where collaboration with other work groups is encouraged.	5.02	5.06	5.26	5.55	5.46	4.77	4.96	5.15	5.16	4.43
	679	182	19	11	13	91	170	61	111	21
	1.12	1.11	1.24	0.52	0.78	1.34	1.05	0.91	1.02	1.50

Safety: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.64	5.56	5.95	5.91	5.79	5.65	5.66	5.62	5.69	5.41
	677	180	20	11	14	91	167	61	111	22
	0.63	0.76	0.22	0.30	0.43	0.69	0.56	0.52	0.55	0.73
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.36	5.42	5.65	5.64	5.64	5.29	5.27	5.28	5.52	4.64
	672	178	20	11	14	91	166	61	109	22
	0.81	0.79	0.59	0.50	0.50	0.73	0.83	0.71	0.79	1.22
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.52	5.48	5.60	5.91	5.79	5.53	5.52	5.49	5.67	4.82
	676	178	20	11	14	91	168	61	111	22
	0.68	0.73	0.60	0.30	0.43	0.67	0.56	0.54	0.58	1.44

Accountability: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q5a. I work in an environment where ethical conduct is required.	5.39	5.42	5.70	5.91	5.86	5.24	5.30	5.46	5.46	5.05
	675	177	20	11	14	91	167	61	112	22
	0.89	0.91	0.47	0.30	0.36	0.94	0.80	0.92	0.89	1.43
Q5b. My supervisor is concerned about improving the performance of my work group.	5.23	5.14	5.50	5.73	5.29	5.11	5.19	5.38	5.43	4.64
	666	175	20	11	14	89	166	61	108	22
	1.01	1.08	0.83	0.47	0.73	1.24	0.91	0.76	0.79	1.76
Q5c. My supervisor holds me accountable for deliverables.	5.47	5.54	5.45	5.91	5.50	5.31	5.38	5.58	5.54	5.38
	665	179	20	11	14	90	161	60	109	21
	0.72	0.65	1.19	0.30	0.52	0.89	0.65	0.56	0.75	0.74

Personal Development: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q7a. My supervisor and I discuss my career opportunities.	4.33	4.42	4.84	3.33	4.15	4.48	4.13	4.43	4.55	3.09
	660	172	19	9	13	88	168	58	111	22
	1.46	1.44	1.01	1.32	1.99	1.36	1.47	1.23	1.46	1.82
Q7b. I have a development plan in my annual performance review.	4.58	4.68	5.29	3.80	4.54	4.67	4.31	4.91	4.78	3.29
	634	167	17	10	13	85	157	56	108	21
	1.34	1.30	1.16	1.48	1.71	1.19	1.40	1.03	1.31	1.49
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.66	4.75	4.95	4.18	4.71	4.78	4.49	4.73	4.73	4.09
	670	178	19	11	14	87	169	60	110	22
	1.34	1.25	1.08	1.33	1.59	1.33	1.39	1.16	1.40	1.77

Organizational Support: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q9a. I receive the training needed to do my work.	4.97	4.78	5.30	5.40	5.29	5.36	4.95	4.85	5.07	4.10
	676	182	20	10	14	89	168	61	111	21
	1.07	1.16	1.08	0.70	0.91	0.84	1.02	1.01	1.02	1.34
Q9b. I have the resources needed to do my work.	4.76	4.81	5.25	4.91	5.21	4.58	4.65	4.72	5.00	4.00
	679	181	20	11	14	91	168	61	112	21
	1.18	1.06	1.25	0.70	0.89	1.51	1.20	0.97	0.99	1.48
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	5.01	4.97	5.55	5.64	5.29	4.90	4.97	5.18	5.05	4.38
	674	178	20	11	14	90	168	61	111	21
	1.11	1.06	0.76	0.50	0.73	1.19	1.13	0.81	1.18	1.63

Group Management: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q11a. I work in a group that operates efficiently.	4.77	4.75	5.40	4.91	5.14	4.62	4.64	4.67	5.05	4.45
	676	179	20	11	14	89	169	61	111	22
	1.12	1.10	0.94	0.70	1.03	1.27	1.19	0.83	1.03	1.22
Q11b. New hires are effectively integrated into my Department/group's work priorities.	4.73	4.75	5.27	5.00	5.00	4.64	4.45	4.76	5.10	4.24
	595	157	15	11	14	85	141	55	100	17
	1.12	1.12	0.88	0.89	0.88	1.21	1.19	0.92	0.90	1.35

Supervision: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q13a. I know what is expected of me in my work.	5.30	5.33	5.80	5.36	5.36	5.26	5.23	5.34	5.39	4.68
	682	180	20	11	14	91	171	61	112	22
	0.83	0.87	0.41	0.67	0.74	0.83	0.80	0.60	0.78	1.49
Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q13b. I receive clear direction from my supervisor.	4.86	4.82	5.16	5.09	4.62	4.70	4.86	5.00	5.05	4.14
	672	177	19	11	13	90	167	61	112	22
	1.15	1.15	1.12	0.70	1.71	1.30	1.08	0.97	1.04	1.55
Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q13c. My supervisor stresses an appropriate sense of urgency.	4.91	4.97	5.53	5.36	5.15	4.72	4.73	5.00	5.15	4.32
	662	175	19	11	13	87	166	60	109	22
	1.12	1.04	0.70	0.67	0.99	1.42	1.06	1.06	0.97	1.62
Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	4.95	4.96	5.70	5.73	5.00	4.99	4.86	4.82	5.09	4.05
	681	179	20	11	14	91	171	61	112	22
	1.33	1.27	0.47	0.47	1.41	1.30	1.32	1.50	1.33	1.84

Recognition: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q15a. I work in an environment where my opinions and ideas are valued.	4.80	4.83	5.30	5.27	5.21	4.89	4.64	4.90	4.85	4.00
	676	179	20	11	14	91	166	61	112	22
	1.20	1.18	0.80	0.79	0.89	1.17	1.24	0.94	1.28	1.63
Q15b. My ideas on work process and procedure improvements are valued.	4.79	4.83	5.35	5.36	4.93	4.97	4.59	4.90	4.80	4.05
	673	179	20	11	14	89	167	60	111	22
	1.21	1.20	0.67	0.81	1.14	1.10	1.29	0.99	1.25	1.59
Q15c. I am given an appropriate amount of independence.	5.25	5.19	5.80	5.73	5.50	5.35	5.20	5.15	5.30	4.77
	679	178	20	11	14	91	171	60	112	22
	0.92	0.90	0.41	0.47	0.65	0.90	0.89	0.94	1.01	1.19

Fairness and Respect: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q17a. I am treated fairly and with respect by my supervisor.	5.16	5.08	5.75	5.82	5.50	5.23	5.15	5.15	5.16	4.62
	682	181	20	11	14	91	173	60	111	21
	1.11	1.16	0.44	0.40	0.65	1.03	1.00	1.19	1.22	1.63
Q17b. I am treated fairly and with respect by my colleagues.	5.21	5.16	5.55	5.55	5.50	5.15	5.20	5.02	5.33	5.09
	683	180	20	11	14	91	172	61	112	22
	0.93	0.93	0.69	0.69	0.65	1.08	0.92	1.01	0.79	1.02

Morale: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q19a. Morale in my work unit is generally good.	4.47	4.48	5.30	5.27	5.29	4.34	4.23	4.48	4.73	3.90
	677	181	20	11	14	88	172	61	109	21
	1.29	1.23	1.08	1.01	0.47	1.37	1.44	1.06	1.13	1.55

Compensation and Benefits: All Divisions

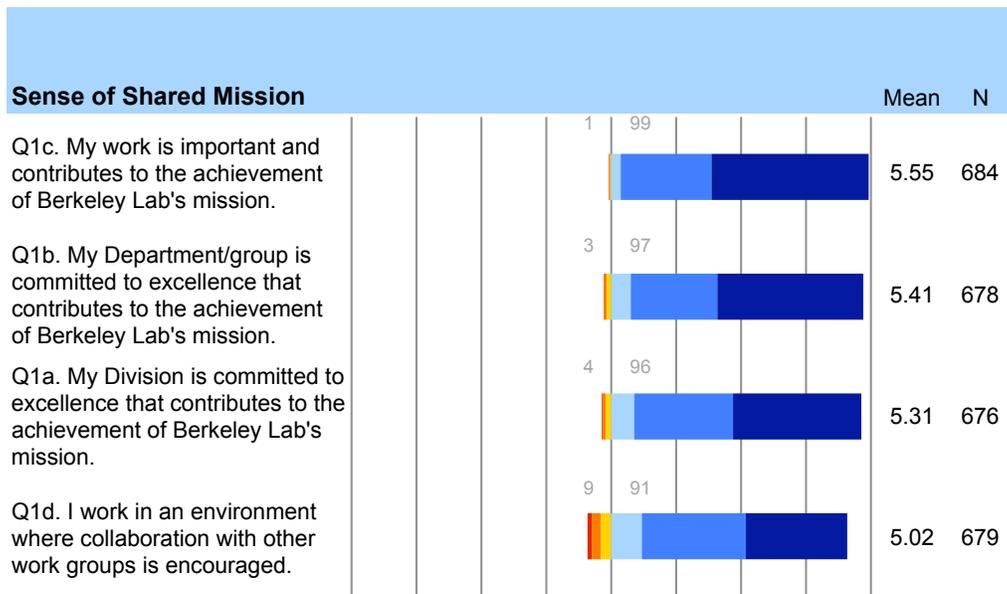
Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q23a. I am satisfied with my compensation.	4.29	4.42	4.75	4.55	4.14	4.29	3.92	3.92	4.81	4.05
	677	180	20	11	14	89	168	61	112	22
	1.34	1.25	1.16	1.04	1.10	1.24	1.42	1.56	1.21	1.21
Q23b. I am satisfied with my benefits.	5.19	5.31	5.55	5.55	5.14	5.12	4.86	5.26	5.43	5.05
	679	181	20	11	14	90	168	61	112	22
	0.82	0.63	0.51	0.52	0.86	0.83	0.97	0.87	0.73	0.72

Working at Berkeley Lab: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q25a. I am glad to be working at Berkeley Lab.	5.48	5.35	5.85	5.91	5.54	5.43	5.55	5.23	5.62	5.55
	674	179	20	11	13	88	170	61	112	20
	0.75	0.86	0.37	0.30	0.52	0.80	0.63	0.96	0.60	0.60

Section Two Individual Question Results

Sense of Shared Mission



Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.31 676 0.86	5.35 179 0.72	5.65 20 0.67	5.91 11 0.30	5.64 14 0.50	5.21 91 0.90	5.11 169 0.97	5.51 61 0.79	5.42 111 0.88	5.00 20 0.92
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.41 678 0.81	5.38 181 0.83	5.60 20 0.68	5.82 11 0.40	5.64 14 0.50	5.36 91 0.88	5.27 169 0.79	5.53 60 0.77	5.64 110 0.67	5.05 22 1.17
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.55 684 0.64	5.52 182 0.65	5.70 20 0.57	5.91 11 0.30	5.71 14 0.47	5.55 91 0.69	5.55 172 0.62	5.41 61 0.62	5.56 112 0.71	5.52 21 0.51
Q1d. I work in an environment where collaboration with other work groups is encouraged.	5.02 679 1.12	5.06 182 1.11	5.26 19 1.24	5.55 11 0.52	5.46 13 0.78	4.77 91 1.34	4.96 170 1.05	5.15 61 0.91	5.16 111 1.02	4.43 21 1.50

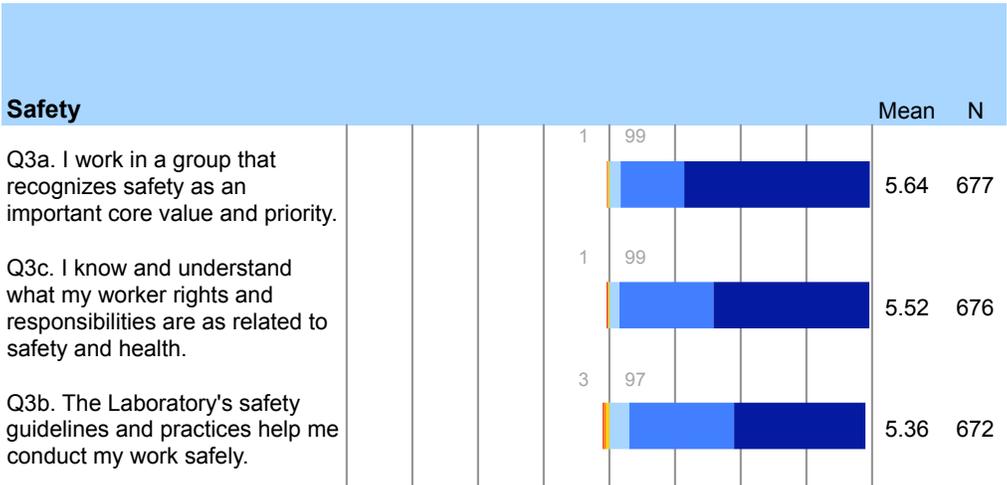
Q1a My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.31	0%	1%	2%	9%	38%	49%	676	0.86
CFO Ofc	5.35	0%	0%	2%	9%	41%	48%	179	0.72
OD	5.65	0%	0%	0%	10%	15%	75%	20	0.67
OpsDirs	5.91	0%	0%	0%	0%	9%	91%	11	0.30
TTIP	5.64	0%	0%	0%	0%	36%	64%	14	0.50
EHS	5.21	0%	2%	4%	5%	46%	42%	91	0.90
Fac	5.11	1%	2%	2%	15%	40%	40%	169	0.97
HR	5.51	0%	2%	0%	8%	26%	64%	61	0.79
IT	5.42	1%	1%	3%	4%	34%	58%	111	0.88
PA	5.00	0%	5%	0%	10%	60%	25%	20	0.92

Q1b My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.41	0%	1%	2%	8%	33%	56%	678	0.81
CFO Ofc	5.38	0%	2%	2%	8%	35%	54%	181	0.83
OD	5.60	0%	0%	0%	10%	20%	70%	20	0.68
OpsDirs	5.82	0%	0%	0%	0%	18%	82%	11	0.40
TTIP	5.64	0%	0%	0%	0%	36%	64%	14	0.50
EHS	5.36	0%	0%	5%	10%	27%	57%	91	0.88
Fac	5.27	0%	1%	2%	9%	45%	43%	169	0.79
HR	5.53	0%	2%	0%	7%	27%	65%	60	0.77
IT	5.64	0%	1%	0%	5%	22%	72%	110	0.67
PA	5.05	5%	0%	5%	5%	50%	36%	22	1.17

Q1c My work is important and contributes to the achievement of Berkeley Lab's mission.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.55	0%	0%	0%	4%	35%	61%	684	0.64
CFO Ofc	5.52	0%	1%	0%	5%	36%	59%	182	0.65
OD	5.70	0%	0%	0%	5%	20%	75%	20	0.57
OpsDirs	5.91	0%	0%	0%	0%	9%	91%	11	0.30
TTIP	5.71	0%	0%	0%	0%	29%	71%	14	0.47
EHS	5.55	0%	0%	3%	1%	33%	63%	91	0.69
Fac	5.55	0%	1%	0%	3%	35%	60%	172	0.62
HR	5.41	0%	0%	0%	7%	46%	48%	61	0.62
IT	5.56	1%	0%	0%	4%	32%	63%	112	0.71
PA	5.52	0%	0%	0%	0%	48%	52%	21	0.51

Q1d I work in an environment where collaboration with other work groups is encouraged.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.02	2%	4%	4%	12%	40%	39%	679	1.12
CFO Ofc	5.06	2%	3%	4%	11%	39%	41%	182	1.11
OD	5.26	0%	11%	0%	0%	32%	58%	19	1.24
OpsDirs	5.55	0%	0%	0%	0%	45%	55%	11	0.52
TTIP	5.46	0%	0%	0%	15%	23%	62%	13	0.78
EHS	4.77	3%	7%	7%	11%	38%	34%	91	1.34
Fac	4.96	1%	4%	4%	14%	44%	33%	170	1.05
HR	5.15	0%	3%	2%	10%	48%	38%	61	0.91
IT	5.16	2%	1%	4%	11%	39%	44%	111	1.02
PA	4.43	10%	0%	10%	29%	24%	29%	21	1.50

Safety



Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.64	5.56	5.95	5.91	5.79	5.65	5.66	5.62	5.69	5.41
	677	180	20	11	14	91	167	61	111	22
	0.63	0.76	0.22	0.30	0.43	0.69	0.56	0.52	0.55	0.73
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.36	5.42	5.65	5.64	5.64	5.29	5.27	5.28	5.52	4.64
	672	178	20	11	14	91	166	61	109	22
	0.81	0.79	0.59	0.50	0.50	0.73	0.83	0.71	0.79	1.22
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.52	5.48	5.60	5.91	5.79	5.53	5.52	5.49	5.67	4.82
	676	178	20	11	14	91	168	61	111	22
	0.68	0.73	0.60	0.30	0.43	0.67	0.56	0.54	0.58	1.44

Q3a I work in a group that recognizes safety as an important core value and priority.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.64	0%	0%	1%	4%	24%	71%	677	0.63
CFO Ofc	5.56	1%	1%	1%	6%	25%	67%	180	0.76
OD	5.95	0%	0%	0%	0%	5%	95%	20	0.22
OpsDirs	5.91	0%	0%	0%	0%	9%	91%	11	0.30
TTIP	5.79	0%	0%	0%	0%	21%	79%	14	0.43
EHS	5.65	0%	0%	3%	2%	21%	74%	91	0.69
Fac	5.66	0%	0%	0%	4%	26%	70%	167	0.56
HR	5.62	0%	0%	0%	2%	34%	64%	61	0.52
IT	5.69	0%	0%	0%	5%	22%	74%	111	0.55
PA	5.41	0%	0%	0%	14%	32%	55%	22	0.73

Q3b The Laboratory's safety guidelines and practices help me conduct my work safely.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.36	0%	1%	1%	8%	40%	50%	672	0.81
CFO Ofc	5.42	1%	1%	0%	7%	38%	54%	178	0.79
OD	5.65	0%	0%	0%	5%	25%	70%	20	0.59
OpsDirs	5.64	0%	0%	0%	0%	36%	64%	11	0.50
TTIP	5.64	0%	0%	0%	0%	36%	64%	14	0.50
EHS	5.29	0%	0%	2%	10%	45%	43%	91	0.73
Fac	5.27	0%	2%	1%	8%	45%	43%	166	0.83
HR	5.28	0%	0%	2%	10%	48%	41%	61	0.71
IT	5.52	1%	0%	2%	4%	30%	63%	109	0.79
PA	4.64	5%	0%	9%	23%	41%	23%	22	1.22

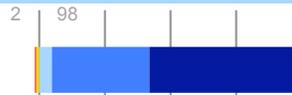
Q3c I know and understand what my worker rights and responsibilities are as related to safety and health.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.52	0%	0%	0%	4%	36%	59%	676	0.68
CFO Ofc	5.48	1%	1%	0%	5%	37%	57%	178	0.73
OD	5.60	0%	0%	0%	5%	30%	65%	20	0.60
OpsDirs	5.91	0%	0%	0%	0%	9%	91%	11	0.30
TTIP	5.79	0%	0%	0%	0%	21%	79%	14	0.43
EHS	5.53	0%	0%	1%	7%	31%	62%	91	0.67
Fac	5.52	0%	0%	0%	3%	42%	55%	168	0.56
HR	5.49	0%	0%	0%	2%	48%	51%	61	0.54
IT	5.67	0%	0%	1%	3%	25%	71%	111	0.58
PA	4.82	9%	0%	5%	5%	50%	32%	22	1.44

Accountability

Accountability

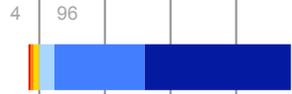
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Q5c. My supervisor holds me accountable for deliverables.



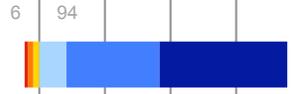
5.47 665

Q5a. I work in an environment where ethical conduct is required.



5.39 675

Q5b. My supervisor is concerned about improving the performance of my work group.



5.23 666

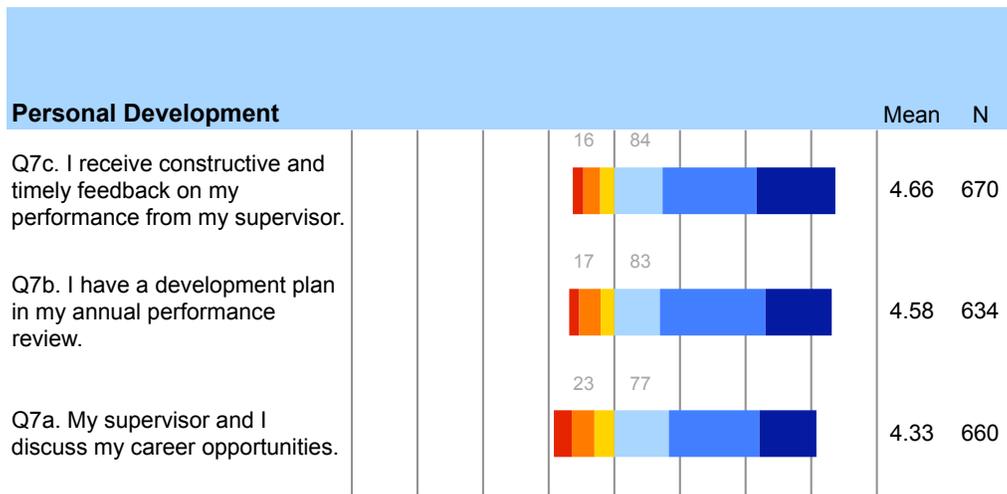
Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q5a. I work in an environment where ethical conduct is required.	5.39 675 0.89	5.42 177 0.91	5.70 20 0.47	5.91 11 0.30	5.86 14 0.36	5.24 91 0.94	5.30 167 0.80	5.46 61 0.92	5.46 112 0.89	5.05 22 1.43
Q5b. My supervisor is concerned about improving the performance of my work group.	5.23 666 1.01	5.14 175 1.08	5.50 20 0.83	5.73 11 0.47	5.29 14 0.73	5.11 89 1.24	5.19 166 0.91	5.38 61 0.76	5.43 108 0.79	4.64 22 1.76
Q5c. My supervisor holds me accountable for deliverables.	5.47 665 0.72	5.54 179 0.65	5.45 20 1.19	5.91 11 0.30	5.50 14 0.52	5.31 90 0.89	5.38 161 0.65	5.58 60 0.56	5.54 109 0.75	5.38 21 0.74

Q5a I work in an environment where ethical conduct is required.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.39	1%	1%	2%	6%	34%	56%	675	0.89
CFO Ofc	5.42	1%	1%	3%	6%	31%	59%	177	0.91
OD	5.70	0%	0%	0%	0%	30%	70%	20	0.47
OpsDir	5.91	0%	0%	0%	0%	9%	91%	11	0.30
TTIP	5.86	0%	0%	0%	0%	14%	86%	14	0.36
EHS	5.24	1%	0%	5%	7%	41%	46%	91	0.94
Fac	5.30	0%	2%	2%	5%	48%	44%	167	0.80
HR	5.46	2%	0%	2%	8%	25%	64%	61	0.92
IT	5.46	0%	3%	1%	8%	25%	63%	112	0.89
PA	5.05	9%	0%	0%	5%	41%	45%	22	1.43

Q5b My supervisor is concerned about improving the performance of my work group.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.23	1%	2%	2%	10%	35%	49%	666	1.01
CFO Ofc	5.14	2%	2%	3%	12%	35%	46%	175	1.08
OD	5.50	0%	0%	5%	5%	25%	65%	20	0.83
OpsDir	5.73	0%	0%	0%	0%	27%	73%	11	0.47
TTIP	5.29	0%	0%	0%	14%	43%	43%	14	0.73
EHS	5.11	2%	6%	3%	4%	36%	48%	89	1.24
Fac	5.19	1%	1%	2%	14%	39%	43%	166	0.91
HR	5.38	0%	0%	2%	11%	34%	52%	61	0.76
IT	5.43	0%	1%	2%	7%	33%	56%	108	0.79
PA	4.64	14%	5%	0%	9%	32%	41%	22	1.76

Q5c My supervisor holds me accountable for deliverables.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.47	0%	0%	1%	5%	37%	56%	665	0.72
CFO Ofc	5.54	0%	1%	0%	5%	34%	61%	179	0.65
OD	5.45	5%	0%	0%	5%	20%	70%	20	1.19
OpsDir	5.91	0%	0%	0%	0%	9%	91%	11	0.30
TTIP	5.50	0%	0%	0%	0%	50%	50%	14	0.52
EHS	5.31	1%	0%	4%	4%	41%	49%	90	0.89
Fac	5.38	0%	0%	1%	7%	45%	47%	161	0.65
HR	5.58	0%	0%	0%	3%	35%	62%	60	0.56
IT	5.54	1%	0%	1%	4%	31%	63%	109	0.75
PA	5.38	0%	0%	5%	0%	48%	48%	21	0.74

Personal Development



Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q7a. My supervisor and I discuss my career opportunities.	4.33	4.42	4.84	3.33	4.15	4.48	4.13	4.43	4.55	3.09
	660	172	19	9	13	88	168	58	111	22
	1.46	1.44	1.01	1.32	1.99	1.36	1.47	1.23	1.46	1.82
Q7b. I have a development plan in my annual performance review.	4.58	4.68	5.29	3.80	4.54	4.67	4.31	4.91	4.78	3.29
	634	167	17	10	13	85	157	56	108	21
	1.34	1.30	1.16	1.48	1.71	1.19	1.40	1.03	1.31	1.49
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.66	4.75	4.95	4.18	4.71	4.78	4.49	4.73	4.73	4.09
	670	178	19	11	14	87	169	60	110	22
	1.34	1.25	1.08	1.33	1.59	1.33	1.39	1.16	1.40	1.77

Q7a My supervisor and I discuss my career opportunities.									
	Mean	Strongly Disagree	Disagree	Neutral	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.33	7%	9%	8%	21%	35%	22%	660	1.46
CFO Ofc	4.42	6%	9%	5%	20%	37%	23%	172	1.44
OD	4.84	0%	0%	11%	26%	32%	32%	19	1.01
OpsDir	3.33	11%	22%	0%	56%	11%	0%	9	1.32
TTIP	4.15	15%	15%	0%	15%	15%	38%	13	1.99
EHS	4.48	2%	11%	6%	24%	31%	26%	88	1.36
Fac	4.13	9%	8%	10%	19%	40%	13%	168	1.47
HR	4.43	2%	5%	14%	29%	28%	22%	58	1.23
IT	4.55	7%	5%	8%	15%	36%	29%	111	1.46
PA	3.09	27%	23%	5%	14%	23%	9%	22	1.82

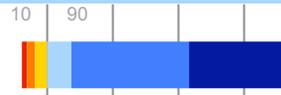
Q7b I have a development plan in my annual performance review.									
	Mean	Strongly Disagree	Disagree	Neutral	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.58	4%	8%	5%	17%	40%	25%	634	1.34
CFO Ofc	4.68	4%	5%	5%	16%	43%	26%	167	1.30
OD	5.29	0%	6%	6%	0%	29%	59%	17	1.16
OpsDir	3.80	0%	30%	10%	20%	30%	10%	10	1.48
TTIP	4.54	15%	0%	0%	15%	38%	31%	13	1.71
EHS	4.67	1%	7%	5%	24%	38%	26%	85	1.19
Fac	4.31	4%	13%	6%	18%	43%	17%	157	1.40
HR	4.31	4%	13%	6%	18%	43%	17%	56	1.40
IT	4.78	4%	6%	4%	17%	37%	33%	108	1.31
PA	3.29	14%	19%	19%	24%	19%	5%	21	1.49

Q7c I receive constructive and timely feedback on my performance from my supervisor.									
	Mean	Strongly Disagree	Disagree	Neutral	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.66	4%	6%	5%	18%	36%	30%	670	1.34
CFO Ofc	4.75	3%	6%	4%	20%	37%	31%	178	1.25
OD	4.95	0%	5%	5%	11%	47%	32%	19	1.08
OpsDir	4.18	0%	18%	9%	18%	45%	9%	11	1.33
TTIP	4.71	7%	7%	0%	21%	21%	43%	14	1.59
EHS	4.78	3%	7%	3%	15%	37%	34%	87	1.33
Fac	4.49	5%	8%	8%	17%	38%	24%	169	1.39
HR	4.73	0%	7%	7%	23%	33%	30%	60	1.16
IT	4.73	6%	3%	5%	18%	32%	35%	110	1.40
PA	4.09	14%	14%	0%	18%	32%	23%	22	1.77

Organizational Support

Organizational Support

Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.



Mean N

5.01 674

Q9a. I receive the training needed to do my work.



4.97 676

Q9b. I have the resources needed to do my work.



4.76 679

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q9a. I receive the training needed to do my work.	4.97 676 1.07	4.78 182 1.16	5.30 20 1.08	5.40 10 0.70	5.29 14 0.91	5.36 89 0.84	4.95 168 1.02	4.85 61 1.01	5.07 111 1.02	4.10 21 1.34
Q9b. I have the resources needed to do my work.	4.76 679 1.18	4.81 181 1.06	5.25 20 1.25	4.91 11 0.70	5.21 14 0.89	4.58 91 1.51	4.65 168 1.20	4.72 61 0.97	5.00 112 0.99	4.00 21 1.48
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	5.01 674 1.11	4.97 178 1.06	5.55 20 0.76	5.64 11 0.50	5.29 14 0.73	4.90 90 1.19	4.97 168 1.13	5.18 61 0.81	5.05 111 1.18	4.38 21 1.63

Q9a I receive the training needed to do my work.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.97	1%	3%	6%	13%	42%	35%	676	1.07
CFO Ofc	4.78	2%	4%	6%	18%	42%	28%	182	1.16
OD	5.30	0%	5%	5%	0%	35%	55%	20	1.08
OpsDir	5.40	0%	0%	0%	10%	40%	50%	10	0.70
TTIP	5.29	0%	0%	7%	7%	36%	50%	14	0.91
EHS	5.36	0%	2%	1%	7%	38%	52%	89	0.84
Fac	4.95	0%	3%	8%	11%	46%	32%	168	1.02
HR	4.85	2%	2%	5%	18%	49%	25%	61	1.01
IT	5.07	1%	2%	5%	12%	41%	39%	111	1.02
PA	4.10	5%	10%	10%	38%	24%	14%	21	1.34

Q9b I have the resources needed to do my work.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.76	2%	4%	8%	15%	44%	28%	679	1.18
CFO Ofc	4.81	1%	3%	7%	15%	49%	25%	181	1.06
OD	5.25	0%	10%	0%	5%	25%	60%	20	1.25
OpsDir	4.91	0%	0%	0%	27%	55%	18%	11	0.70
TTIP	5.21	0%	0%	7%	7%	43%	43%	14	0.89
EHS	4.58	4%	10%	11%	7%	34%	34%	91	1.51
Fac	4.65	2%	5%	7%	18%	44%	23%	168	1.20
HR	4.72	0%	3%	8%	20%	51%	18%	61	0.97
IT	5.00	1%	0%	9%	13%	44%	34%	112	0.99
PA	4.00	10%	5%	19%	24%	29%	14%	21	1.48

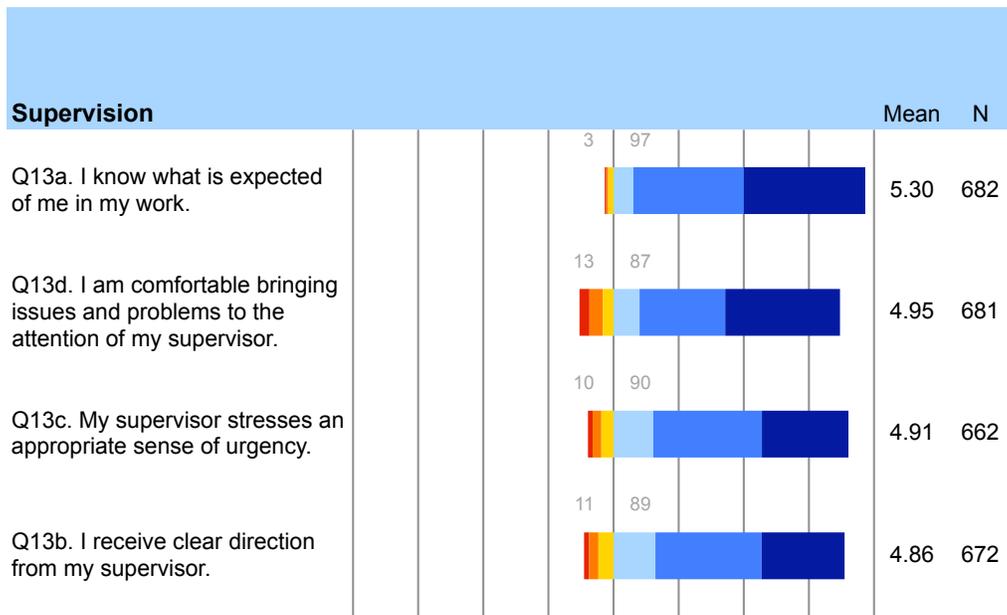
Q9c I know where to go for help in resolving disputes with colleagues and / or supervisors.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.01	2%	3%	5%	9%	45%	36%	674	1.11
CFO Ofc	4.97	2%	3%	3%	10%	51%	31%	178	1.06
OD	5.55	0%	0%	5%	0%	30%	65%	20	0.76
OpsDir	5.64	0%	0%	0%	0%	36%	64%	11	0.50
TTIP	5.29	0%	0%	0%	14%	43%	43%	14	0.73
EHS	4.90	2%	3%	8%	10%	42%	34%	90	1.19
Fac	4.97	1%	4%	7%	7%	45%	36%	168	1.13
HR	5.18	0%	2%	0%	15%	46%	38%	61	0.81
IT	5.05	3%	4%	4%	7%	42%	41%	111	1.18
PA	4.38	14%	0%	5%	19%	38%	24%	21	1.63

Group Management

Q11a I work in a group that operates efficiently.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.77	1%	4%	6%	20%	42%	27%	676	1.12
CFO Ofc	4.75	1%	5%	6%	17%	48%	23%	179	1.10
OD	5.40	0%	5%	0%	0%	40%	55%	20	0.94
OpsDir	4.91	0%	0%	0%	27%	55%	18%	11	0.70
TTIP	5.14	0%	0%	7%	21%	21%	50%	14	1.03
EHS	4.62	2%	9%	3%	20%	40%	25%	89	1.27
Fac	4.64	2%	5%	8%	20%	40%	24%	169	1.19
HR	4.67	0%	0%	8%	31%	46%	15%	61	0.83
IT	5.05	2%	1%	3%	19%	36%	40%	111	1.03
PA	4.45	5%	0%	14%	27%	36%	18%	22	1.22

Q11b New hires are effectively integrated into my Department/group's work priorities.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.73	2%	3%	6%	18%	48%	23%	595	1.12
CFO Ofc	4.75	3%	3%	5%	16%	52%	22%	157	1.12
OD	5.27	0%	0%	7%	7%	40%	47%	15	0.88
OpsDir	5.00	0%	0%	9%	9%	55%	27%	11	0.89
TTIP	5.00	0%	0%	7%	14%	50%	29%	14	0.88
EHS	4.64	1%	8%	5%	22%	39%	25%	85	1.21
Fac	4.45	4%	4%	10%	21%	48%	13%	141	1.19
HR	4.76	0%	0%	9%	29%	38%	24%	55	0.92
IT	5.10	1%	2%	2%	8%	55%	32%	100	0.90
PA	4.24	6%	6%	12%	24%	41%	12%	17	1.35

Supervision



Question	All	CFO	Ops Dirctrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q13a. I know what is expected of me in my work.	5.30 682 0.83	5.33 180 0.87	5.80 20 0.41	5.36 11 0.67	5.36 14 0.74	5.26 91 0.83	5.23 171 0.80	5.34 61 0.60	5.39 112 0.78	4.68 22 1.49
Q13b. I receive clear direction from my supervisor.	4.86 672 1.15	4.82 177 1.15	5.16 19 1.12	5.09 11 0.70	4.62 13 1.71	4.70 90 1.30	4.86 167 1.08	5.00 61 0.97	5.05 112 1.04	4.14 22 1.55
Q13c. My supervisor stresses an appropriate sense of urgency.	4.91 662 1.12	4.97 175 1.04	5.53 19 0.70	5.36 11 0.67	5.15 13 0.99	4.72 87 1.42	4.73 166 1.06	5.00 60 1.06	5.15 109 0.97	4.32 22 1.62
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	4.95 681 1.33	4.96 179 1.27	5.70 20 0.47	5.73 11 0.47	5.00 14 1.41	4.99 91 1.30	4.86 171 1.32	4.82 61 1.50	5.09 112 1.33	4.05 22 1.84

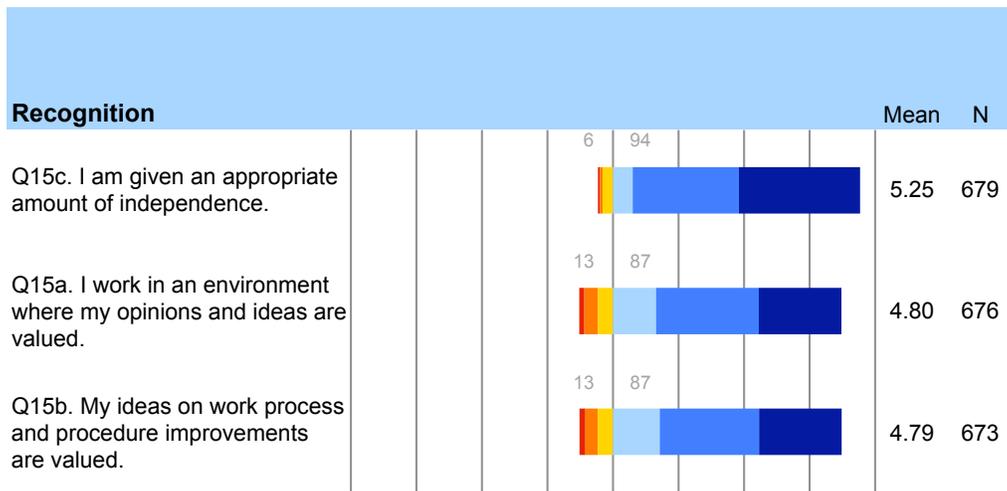
Q13a I know what is expected of me in my work.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.30	1%	1%	2%	8%	42%	47%	682	0.83
CFO Ofc	5.33	1%	1%	2%	4%	44%	48%	180	0.87
OD	5.80	0%	0%	0%	0%	20%	80%	20	0.41
OpsDirs	5.36	0%	0%	0%	9%	45%	45%	11	0.67
TTIP	5.36	0%	0%	0%	14%	36%	50%	14	0.74
EHS	5.26	0%	1%	3%	8%	44%	44%	91	0.83
Fac	5.23	0%	1%	2%	12%	43%	42%	171	0.80
HR	5.34	0%	0%	2%	2%	57%	39%	61	0.60
IT	5.39	0%	1%	2%	7%	38%	53%	112	0.78
PA	4.68	9%	0%	5%	23%	27%	36%	22	1.49

Q13b I receive clear direction from my supervisor.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.86	2%	4%	6%	16%	41%	32%	672	1.15
CFO Ofc	4.82	2%	4%	4%	18%	44%	29%	177	1.15
OD	5.16	0%	5%	5%	5%	37%	47%	19	1.12
OpsDirs	5.09	0%	0%	0%	18%	55%	27%	11	0.70
TTIP	4.62	8%	8%	8%	15%	15%	46%	13	1.71
EHS	4.70	3%	6%	7%	17%	38%	30%	90	1.30
Fac	4.86	1%	2%	7%	19%	40%	31%	167	1.08
HR	5.00	0%	2%	5%	21%	36%	36%	61	0.97
IT	5.05	1%	4%	4%	10%	46%	37%	112	1.04
PA	4.14	9%	5%	23%	9%	36%	18%	22	1.55

Q13c My supervisor stresses an appropriate sense of urgency.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.91	2%	3%	5%	15%	42%	33%	662	1.12
CFO Ofc	4.97	1%	3%	5%	14%	45%	33%	175	1.04
OD	5.53	0%	0%	0%	11%	26%	63%	19	0.70
OpsDirs	5.36	0%	0%	0%	9%	45%	45%	11	0.67
TTIP	5.15	0%	0%	0%	38%	8%	54%	13	0.99
EHS	4.72	5%	6%	9%	9%	36%	36%	87	1.42
Fac	4.73	1%	5%	4%	22%	46%	22%	166	1.06
HR	5.00	2%	2%	3%	18%	38%	37%	60	1.06
IT	5.15	2%	0%	4%	11%	43%	40%	109	0.97
PA	4.32	9%	9%	9%	9%	41%	23%	22	1.62

Q13d I am comfortable bringing issues and problems to the attention of my supervisor.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.95	4%	5%	4%	10%	33%	44%	681	1.33
CFO Ofc	4.96	3%	4%	5%	12%	33%	42%	179	1.27
OD	5.70	0%	0%	0%	0%	30%	70%	20	0.47
OpsDirs	5.73	0%	0%	0%	0%	27%	73%	11	0.47
TTIP	5.00	0%	14%	0%	7%	29%	50%	14	1.41
EHS	4.99	3%	5%	1%	14%	31%	45%	91	1.30
Fac	4.86	4%	5%	6%	9%	39%	37%	171	1.32
HR	4.82	7%	3%	10%	7%	30%	44%	61	1.50
IT	5.09	4%	6%	1%	8%	29%	52%	112	1.33
PA	4.05	18%	9%	0%	18%	32%	23%	22	1.84

Recognition



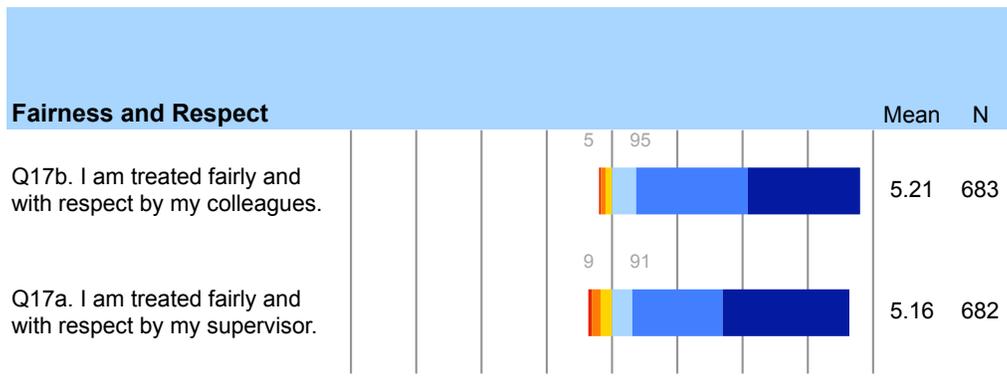
Question	All	CFO	Ops Dirctrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q15a. I work in an environment where my opinions and ideas are valued.	4.80 676 1.20	4.83 179 1.18	5.30 20 0.80	5.27 11 0.79	5.21 14 0.89	4.89 91 1.17	4.64 166 1.24	4.90 61 0.94	4.85 112 1.28	4.00 22 1.63
Q15b. My ideas on work process and procedure improvements are valued.	4.79 673 1.21	4.83 179 1.20	5.35 20 0.67	5.36 11 0.81	4.93 14 1.14	4.97 89 1.10	4.59 167 1.29	4.90 60 0.99	4.80 111 1.25	4.05 22 1.59
Q15c. I am given an appropriate amount of independence.	5.25 679 0.92	5.19 178 0.90	5.80 20 0.41	5.73 11 0.47	5.50 14 0.65	5.35 91 0.90	5.20 171 0.89	5.15 60 0.94	5.30 112 1.01	4.77 22 1.19

Q15a I work in an environment where my opinions and ideas are valued.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.80	2%	5%	6%	16%	39%	32%	676	1.20
CFO Ofc	4.83	2%	5%	6%	16%	40%	32%	179	1.18
OD	5.30	0%	0%	5%	5%	45%	45%	20	0.80
OpsDir	5.27	0%	0%	0%	18%	36%	45%	11	0.79
TTIP	5.21	0%	0%	0%	29%	21%	50%	14	0.89
EHS	4.89	0%	5%	9%	14%	34%	37%	91	1.17
Fac	4.64	2%	6%	7%	19%	40%	25%	166	1.24
HR	4.90	2%	2%	2%	18%	54%	23%	61	0.94
IT	4.85	3%	6%	4%	15%	36%	37%	112	1.28
PA	4.00	9%	14%	14%	14%	32%	18%	22	1.63

Q15b My ideas on work process and procedure improvements are valued.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.79	2%	5%	6%	18%	38%	32%	673	1.21
CFO Ofc	4.83	2%	6%	6%	15%	40%	32%	179	1.20
OD	5.35	0%	0%	0%	10%	45%	45%	20	0.67
OpsDir	5.36	0%	0%	0%	18%	27%	55%	11	0.81
TTIP	4.93	0%	0%	14%	21%	21%	43%	14	1.14
EHS	4.97	1%	3%	4%	17%	37%	37%	89	1.10
Fac	4.59	4%	5%	8%	20%	39%	25%	167	1.29
HR	4.90	2%	2%	0%	27%	42%	28%	60	0.99
IT	4.80	2%	5%	8%	14%	36%	34%	111	1.25
PA	4.05	9%	14%	5%	27%	27%	18%	22	1.59

Q15c I am given an appropriate amount of independence.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.25	1%	1%	4%	8%	41%	46%	679	0.92
CFO Ofc	5.19	1%	1%	4%	11%	42%	42%	178	0.90
OD	5.80	0%	0%	0%	0%	20%	80%	20	0.41
OpsDir	5.73	0%	0%	0%	0%	27%	73%	11	0.47
TTIP	5.50	0%	0%	0%	7%	36%	57%	14	0.65
EHS	5.35	1%	0%	4%	4%	37%	53%	91	0.90
Fac	5.20	1%	1%	4%	8%	47%	40%	171	0.89
HR	5.15	0%	2%	5%	12%	40%	42%	60	0.94
IT	5.30	1%	3%	4%	2%	38%	53%	112	1.01
PA	4.77	5%	0%	5%	23%	41%	27%	22	1.19

Fairness and Respect

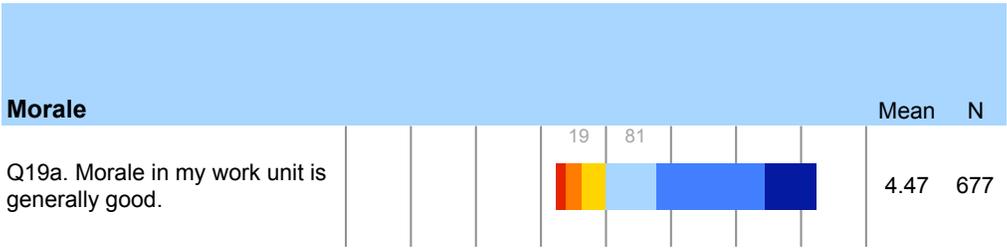


Question	All	CFO	Ops Dirctrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q17a. I am treated fairly and with respect by my supervisor.	5.16 682 1.11	5.08 181 1.16	5.75 20 0.44	5.82 11 0.40	5.50 14 0.65	5.23 91 1.03	5.15 173 1.00	5.15 60 1.19	5.16 111 1.22	4.62 21 1.63
Q17b. I am treated fairly and with respect by my colleagues.	5.21 683 0.93	5.16 180 0.93	5.55 20 0.69	5.55 11 0.69	5.50 14 0.65	5.15 91 1.08	5.20 172 0.92	5.02 61 1.01	5.33 112 0.79	5.09 22 1.02

Q17a I am treated fairly and with respect by my supervisor.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.16	1%	3%	4%	8%	35%	49%	682	1.11
CFO Ofc	5.08	2%	4%	4%	10%	34%	46%	181	1.16
OD	5.75	0%	0%	0%	0%	25%	75%	20	0.44
OpsDir	5.82	0%	0%	0%	0%	18%	82%	11	0.40
TTIP	5.50	0%	0%	0%	7%	36%	57%	14	0.65
EHS	5.23	0%	3%	7%	4%	35%	51%	91	1.03
Fac	5.15	1%	3%	3%	10%	40%	43%	173	1.00
HR	5.15	3%	3%	2%	5%	40%	47%	60	1.19
IT	5.16	2%	5%	5%	5%	30%	53%	111	1.22
PA	4.62	10%	0%	14%	14%	19%	43%	21	1.63

Q17b I am treated fairly and with respect by my colleagues.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.21	1%	2%	2%	9%	43%	43%	683	0.93
CFO Ofc	5.16	1%	1%	3%	8%	47%	39%	180	0.93
OD	5.55	0%	0%	0%	10%	25%	65%	20	0.69
OpsDir	5.55	0%	0%	0%	9%	27%	64%	11	0.69
TTIP	5.50	0%	0%	0%	7%	36%	57%	14	0.65
EHS	5.15	1%	4%	2%	8%	40%	45%	91	1.08
Fac	5.20	1%	2%	2%	10%	42%	42%	172	0.92
HR	5.02	2%	0%	7%	13%	44%	34%	61	1.01
IT	5.33	0%	2%	0%	9%	42%	47%	112	0.79
PA	5.09	0%	5%	5%	5%	50%	36%	22	1.02

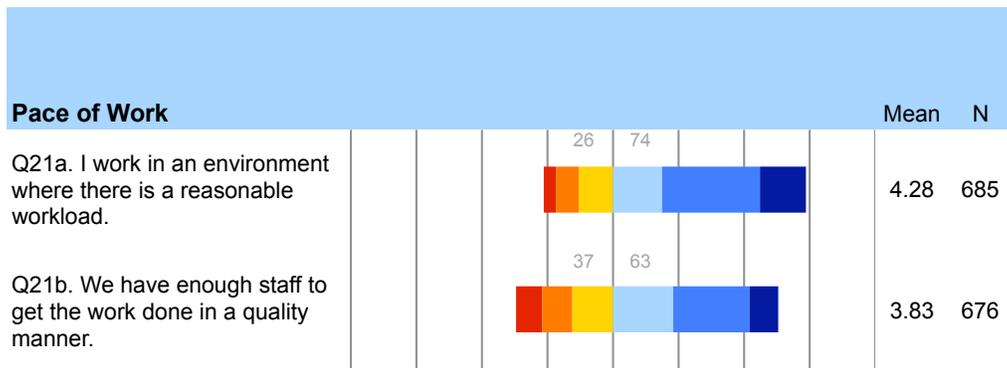
Morale



Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q19a. Morale in my work unit is generally good.	4.47	4.48	5.30	5.27	5.29	4.34	4.23	4.48	4.73	3.90
	677	181	20	11	14	88	172	61	109	21
	1.29	1.23	1.08	1.01	0.47	1.37	1.44	1.06	1.13	1.55

Q19a Morale in my work unit is generally good.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.47	4%	6%	9%	19%	42%	20%	677	1.29
CFO Ofc	4.48	4%	6%	7%	22%	46%	16%	181	1.23
OD	5.30	0%	5%	0%	15%	20%	60%	20	1.08
OpsDir	5.27	0%	0%	9%	9%	27%	55%	11	1.01
TTIP	5.29	0%	0%	0%	0%	71%	29%	14	0.47
EHS	4.34	5%	7%	14%	20%	34%	20%	88	1.37
Fac	4.23	7%	8%	10%	21%	37%	17%	172	1.44
HR	4.48	3%	0%	11%	28%	46%	11%	61	1.06
IT	4.73	1%	6%	8%	13%	50%	23%	109	1.13
PA	3.90	10%	10%	19%	19%	29%	14%	21	1.55

Pace of Work

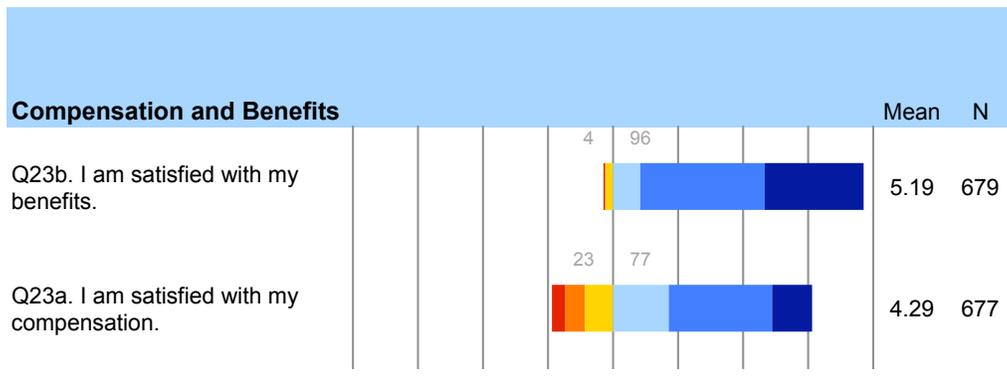


Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q21a. I work in an environment where there is a reasonable workload.	4.28	4.21	5.20	4.73	4.64	3.86	4.36	3.80	4.69	3.91
	685	182	20	11	14	90	173	61	112	22
	1.38	1.29	1.28	0.79	1.60	1.63	1.40	1.31	1.12	1.38
Q21b. We have enough staff to get the work done in a quality manner.	3.83	4.08	4.74	4.45	3.79	3.36	3.54	3.75	4.21	3.14
	676	179	19	11	14	89	172	60	110	22
	1.49	1.32	1.33	0.93	1.76	1.61	1.61	1.31	1.34	1.46

Q21a I work in an environment where there is a reasonable workload.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.28	5%	9%	13%	19%	37%	18%	685	1.38
CFO Ofc	4.21	4%	8%	15%	24%	36%	13%	182	1.29
OD	5.20	5%	0%	5%	5%	30%	55%	20	1.28
OpsDir	4.73	0%	0%	9%	18%	64%	9%	11	0.79
TTIP	4.64	7%	7%	7%	7%	36%	36%	14	1.60
EHS	3.86	10%	18%	10%	17%	30%	16%	90	1.63
Fac	4.36	5%	8%	10%	18%	38%	20%	173	1.40
HR	3.80	5%	11%	23%	30%	21%	10%	61	1.31
IT	4.69	1%	5%	10%	12%	53%	20%	112	1.12
PA	3.91	5%	9%	32%	9%	36%	9%	22	1.38

Q21b We have enough staff to get the work done in a quality manner.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	3.83	10%	12%	16%	23%	29%	11%	676	1.49
CFO Ofc	4.08	4%	9%	18%	25%	31%	13%	179	1.32
OD	4.74	0%	11%	5%	21%	26%	37%	19	1.33
OpsDir	4.45	0%	0%	18%	27%	45%	9%	11	0.93
TTIP	3.79	14%	14%	14%	7%	36%	14%	14	1.76
EHS	3.36	17%	18%	18%	15%	25%	8%	89	1.61
Fac	3.54	18%	9%	17%	19%	28%	8%	172	1.61
HR	3.75	7%	13%	13%	38%	22%	7%	60	1.31
IT	4.21	5%	10%	9%	27%	35%	15%	110	1.34
PA	3.14	14%	27%	18%	14%	27%	0%	22	1.46

Compensation and Benefits

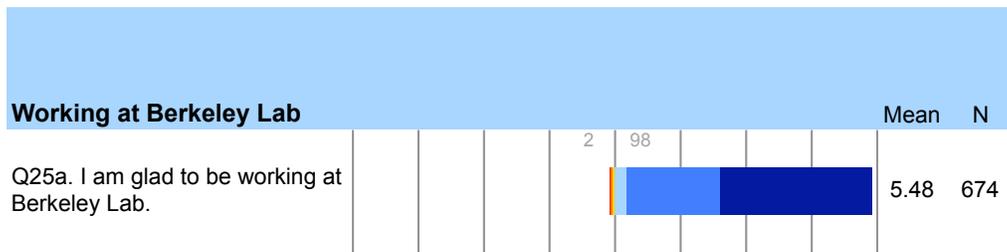


Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q23a. I am satisfied with my compensation.	4.29 677 1.34	4.42 180 1.25	4.75 20 1.16	4.55 11 1.04	4.14 14 1.10	4.29 89 1.24	3.92 168 1.42	3.92 61 1.56	4.81 112 1.21	4.05 22 1.21
Q23b. I am satisfied with my benefits.	5.19 679 0.82	5.31 181 0.63	5.55 20 0.51	5.55 11 0.52	5.14 14 0.86	5.12 90 0.83	4.86 168 0.97	5.26 61 0.87	5.43 112 0.73	5.05 22 0.72

Q23a I am satisfied with my compensation.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	4.29	5%	8%	11%	21%	40%	15%	677	1.34
CFO Ofc	4.42	6%	1%	10%	27%	40%	16%	180	1.25
OD	4.75	5%	0%	5%	15%	55%	20%	20	1.16
OpsDir	4.55	0%	0%	18%	27%	36%	18%	11	1.04
TTIP	4.14	0%	0%	36%	29%	21%	14%	14	1.10
EHS	4.29	0%	12%	13%	21%	38%	15%	89	1.24
Fac	3.92	8%	13%	11%	24%	36%	8%	168	1.42
HR	3.92	10%	11%	16%	16%	31%	15%	61	1.56
IT	4.81	3%	7%	1%	12%	51%	27%	112	1.21
PA	4.05	5%	5%	23%	23%	41%	5%	22	1.21

Q23b I am satisfied with my benefits.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.19	0%	0%	3%	10%	48%	38%	679	0.82
CFO Ofc	5.31	0%	0%	0%	9%	51%	40%	181	0.63
OD	5.55	0%	0%	0%	0%	45%	55%	20	0.51
OpsDir	5.55	0%	0%	0%	0%	45%	55%	11	0.52
TTIP	5.14	0%	0%	7%	7%	50%	36%	14	0.86
EHS	5.12	0%	0%	6%	12%	47%	36%	90	0.83
Fac	4.86	2%	1%	5%	17%	52%	23%	168	0.97
HR	5.26	0%	2%	3%	8%	41%	46%	61	0.87
IT	5.43	0%	1%	1%	6%	38%	54%	112	0.73
PA	5.05	0%	0%	5%	9%	64%	23%	22	0.72

Working at Berkeley Lab



Question	All	CFO	Ops Dirctrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q25a. I am glad to be working at Berkeley Lab.	5.48	5.35	5.85	5.91	5.54	5.43	5.55	5.23	5.62	5.55
	674	179	20	11	13	88	170	61	112	20
	0.75	0.86	0.37	0.30	0.52	0.80	0.63	0.96	0.60	0.60

Q25a I am glad to be working at Berkeley Lab.									
	Mean	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	Count	Std. Dev.
All	5.48	0%	1%	1%	4%	36%	58%	674	0.75
CFO Ofc	5.35	1%	1%	1%	4%	42%	50%	179	0.86
OD	5.85	0%	0%	0%	0%	15%	85%	20	0.37
OpsDir	5.91	0%	0%	0%	0%	9%	91%	11	0.30
TTIP	5.54	0%	0%	0%	0%	46%	54%	13	0.52
EHS	5.43	0%	1%	2%	6%	34%	57%	88	0.80
Fac	5.55	0%	0%	1%	4%	35%	61%	170	0.63
HR	5.23	2%	2%	2%	5%	48%	43%	61	0.96
IT	5.62	0%	0%	0%	6%	26%	68%	112	0.60
PA	5.55	0%	0%	0%	5%	35%	60%	20	0.60

Section Three

Department Level

Results

Sense of Shared Mission

Sense of Shared Mission: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.31	5.35	5.65	5.91	5.64	5.21	5.11	5.51	5.42	5.00
	676	179	20	11	14	91	169	61	111	20
	0.86	0.72	0.67	0.30	0.50	0.90	0.97	0.79	0.88	0.92
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.41	5.38	5.60	5.82	5.64	5.36	5.27	5.53	5.64	5.05
	678	181	20	11	14	91	169	60	110	22
	0.81	0.83	0.68	0.40	0.50	0.88	0.79	0.77	0.67	1.17
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.55	5.52	5.70	5.91	5.71	5.55	5.55	5.41	5.56	5.52
	684	182	20	11	14	91	172	61	112	21
	0.64	0.65	0.57	0.30	0.47	0.69	0.62	0.62	0.71	0.51
Q1d. I work in an environment where collaboration with other work groups is encouraged.	5.02	5.06	5.26	5.55	5.46	4.77	4.96	5.15	5.16	4.43
	679	182	19	11	13	91	170	61	111	21
	1.12	1.11	1.24	0.52	0.78	1.34	1.05	0.91	1.02	1.50

Sense of Shared Mission: CFO Departments

Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.35	5.50	5.47	5.22	5.11	5.35	5.20
	179	12	62	37	9	49	10
	0.72	0.52	0.72	0.82	0.60	0.69	0.79
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.38	5.67	5.42	5.13	5.33	5.37	5.90
	181	12	62	39	9	49	10
	0.83	0.65	0.82	1.08	0.71	0.70	0.32
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.52	5.67	5.52	5.49	5.33	5.49	5.82
	182	12	62	39	9	49	11
	0.65	0.49	0.65	0.79	0.50	0.62	0.40
Q1d. I work in an environment where collaboration with other work groups is encouraged.	5.06	5.42	5.00	4.87	5.56	5.16	4.82
	182	12	62	39	9	49	11
	1.11	0.79	1.25	1.10	0.53	1.01	1.33

Sense of Shared Mission: EH&S Departments

Question	All EH&S	EH&S Div. Office*	Evrrnmntl. Services	Health Services	Industrial Hygeine	Occuptnl. Safety	Radiation Protectn.	Waste Mgt.
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.21	5.18	5.60	4.86	5.20	4.92	5.14	5.47
	91	11	10	7	15	12	21	15
	0.90	0.98	0.52	0.90	0.86	1.44	0.85	0.52
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.36	5.27	5.60	5.14	5.40	5.42	5.19	5.53
	91	11	10	7	15	12	21	15
	0.88	1.10	0.52	0.90	0.91	1.00	1.03	0.52
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.55	5.45	5.80	5.57	5.67	5.50	5.43	5.53
	91	11	10	7	15	12	21	15
	0.69	0.93	0.42	0.53	0.49	0.67	0.93	0.52
Q1d. I work in an environment where collaboration with other work groups is encouraged.	4.77	4.36	5.10	4.71	4.67	5.25	4.71	4.67
	91	11	10	7	15	12	21	15
	1.34	1.86	0.57	1.70	1.35	1.29	1.45	1.05

Sense of Shared Mission: Facilities Departments

Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.11	5.14	5.60	4.83	5.25
	169	21	25	72	40
	0.97	0.96	0.58	1.17	0.67
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.27	5.29	5.64	5.17	5.21
	169	21	25	72	39
	0.79	0.64	0.49	0.98	0.61
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.55	5.19	5.80	5.60	5.49
	172	21	25	73	41
	0.62	0.93	0.41	0.57	0.60
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q1d. I work in an environment where collaboration with other work groups is encouraged.	4.96	4.71	5.52	4.77	5.00
	170	21	25	73	39
	1.05	0.96	0.71	1.26	0.79

Sense of Shared Mission: Human Resources Departments

Question	All HR	Core Services	Field Services
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.51 61 0.79	5.35 20 1.04	5.59 41 0.63
Question	All HR	Core Services	Field Services
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.53 60 0.77	5.40 20 1.05	5.60 40 0.59
Question	All HR	Core Services	Field Services
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.41 61 0.62	5.55 20 0.60	5.34 41 0.62
Question	All HR	Core Services	Field Services
Q1d. I work in an environment where collaboration with other work groups is encouraged.	5.15 61 0.91	5.25 20 0.79	5.10 41 0.97

Sense of Shared Mission: IT Departments

Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.42	5.12	5.50	5.59	5.41
	111	26	26	37	22
	0.88	1.14	0.99	0.55	0.80
Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.64	5.52	5.76	5.67	5.59
	110	27	25	36	22
	0.67	0.64	0.52	0.59	0.96
Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.56	5.44	5.69	5.65	5.41
	112	27	26	37	22
	0.71	0.70	0.47	0.48	1.14
Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q1d. I work in an environment where collaboration with other work groups is encouraged.	5.16	4.93	5.42	5.31	4.91
	111	27	26	36	22
	1.02	0.87	1.03	0.67	1.51

Safety

Safety: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.64	5.56	5.95	5.91	5.79	5.65	5.66	5.62	5.69	5.41
	677	180	20	11	14	91	167	61	111	22
	0.63	0.76	0.22	0.30	0.43	0.69	0.56	0.52	0.55	0.73
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.36	5.42	5.65	5.64	5.64	5.29	5.27	5.28	5.52	4.64
	672	178	20	11	14	91	166	61	109	22
	0.81	0.79	0.59	0.50	0.50	0.73	0.83	0.71	0.79	1.22
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.52	5.48	5.60	5.91	5.79	5.53	5.52	5.49	5.67	4.82
	676	178	20	11	14	91	168	61	111	22
	0.68	0.73	0.60	0.30	0.43	0.67	0.56	0.54	0.58	1.44

Safety: CFO Departments

Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.56	5.73	5.56	5.31	5.78	5.65	5.73
	180	11	61	39	9	49	11
	0.76	0.47	0.83	0.95	0.44	0.60	0.65
Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.42	5.64	5.47	5.33	5.11	5.38	5.64
	178	11	60	39	9	48	11
	0.79	0.50	0.79	0.90	0.78	0.82	0.50
Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.48	5.64	5.50	5.45	5.67	5.39	5.64
	178	11	60	38	9	49	11
	0.73	0.50	0.83	0.60	0.50	0.79	0.67

Safety: EH&S Departments

Question	All EH&S	EH&S Div. Office*	Evrrmntl. Services	Health Services	Industrial Hygeine	Occuptnl. Safety	Radiation Protectn.	Waste Mgt.
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.65	5.73	5.80	5.57	5.73	5.75	5.33	5.80
	91	11	10	7	15	12	21	15
	0.69	0.47	0.42	0.53	0.80	0.45	1.02	0.41
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.29	5.36	5.20	5.00	5.60	5.00	5.19	5.47
	91	11	10	7	15	12	21	15
	0.73	0.81	0.42	0.82	0.51	0.85	0.87	0.64
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.53	5.27	5.40	5.57	5.93	5.42	5.43	5.60
	91	11	10	7	15	12	21	15
	0.67	0.79	0.52	0.53	0.26	0.67	0.93	0.51

Safety: Facilities Departments

Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.66	5.71	5.88	5.51	5.75
	167	21	25	70	40
	0.56	0.56	0.33	0.65	0.44
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.27	5.24	5.56	5.06	5.38
	166	21	25	71	37
	0.83	0.77	0.58	1.00	0.64
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.52	5.52	5.64	5.47	5.46
	168	21	25	72	39
	0.56	0.60	0.49	0.60	0.51

Safety: Human Resources Departments

Question	All HR	Core Services	Field Services
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.62	5.40	5.73
	61	20	41
	0.52	0.60	0.45
Question	All HR	Core Services	Field Services
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.28	5.25	5.29
	61	20	41
	0.71	0.72	0.72
Question	All HR	Core Services	Field Services
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.49	5.45	5.51
	61	20	41
	0.54	0.60	0.51

Safety: IT Departments

Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.69	5.65	5.77	5.70	5.64
	111	26	26	37	22
	0.55	0.63	0.51	0.52	0.58
Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.52	5.15	5.56	5.69	5.64
	109	26	25	36	22
	0.79	1.26	0.51	0.52	0.58
Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.67	5.50	5.73	5.70	5.73
	111	26	26	37	22
	0.58	0.65	0.45	0.52	0.70

Accountability

Accountability: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q5a. I work in an environment where ethical conduct is required.	5.39	5.42	5.70	5.91	5.86	5.24	5.30	5.46	5.46	5.05
	675	177	20	11	14	91	167	61	112	22
	0.89	0.91	0.47	0.30	0.36	0.94	0.80	0.92	0.89	1.43
Q5b. My supervisor is concerned about improving the performance of my work group.	5.23	5.14	5.50	5.73	5.29	5.11	5.19	5.38	5.43	4.64
	666	175	20	11	14	89	166	61	108	22
	1.01	1.08	0.83	0.47	0.73	1.24	0.91	0.76	0.79	1.76
Q5c. My supervisor holds me accountable for deliverables.	5.47	5.54	5.45	5.91	5.50	5.31	5.38	5.58	5.54	5.38
	665	179	20	11	14	90	161	60	109	21
	0.72	0.65	1.19	0.30	0.52	0.89	0.65	0.56	0.75	0.74

Accountability: CFO Departments

Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q5a. I work in an environment where ethical conduct is required.	5.42	5.92	5.26	5.25	5.67	5.51	5.73
	177	12	62	36	9	47	11
	0.91	0.29	1.17	0.87	0.71	0.62	0.65
Q5b. My supervisor is concerned about improving the performance of my work group.	5.14	5.25	5.12	4.89	5.00	5.23	5.73
	175	12	60	36	9	47	11
	1.08	1.22	1.11	1.30	0.71	0.94	0.47
Q5c. My supervisor holds me accountable for deliverables.	5.54	5.67	5.57	5.42	5.56	5.50	5.82
	179	12	61	38	9	48	11
	0.65	0.49	0.62	0.64	0.53	0.77	0.40

Accountability: EH&S Departments

Question	All EH&S	EH&S Div. Office*	Evrnmntl. Services	Health Services	Industrial Hygeine	Occuptnl. Safety	Radiation Protectn.	Waste Mgt.
Q5a. I work in an environment where ethical conduct is required.	5.24	5.55	5.60	5.14	5.47	5.25	4.81	5.20
	91	11	10	7	15	12	21	15
	0.94	0.52	0.52	1.07	0.64	0.87	1.40	0.68
Q5b. My supervisor is concerned about improving the performance of my work group.	5.11	4.91	5.20	5.33	5.33	4.75	5.24	5.00
	89	11	10	6	15	12	21	14
	1.24	1.51	0.63	0.52	1.29	1.82	1.09	1.24
Q5c. My supervisor holds me accountable for deliverables.	5.31	5.00	5.80	5.29	5.33	5.08	5.29	5.43
	90	11	10	7	15	12	21	14
	0.89	0.89	0.42	1.11	0.90	1.38	0.85	0.51

Accountability: Facilities Departments

Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q5a. I work in an environment where ethical conduct is required.	5.30	5.33	5.75	5.14	5.31
	167	21	24	71	39
	0.80	0.66	0.44	0.96	0.69
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q5b. My supervisor is concerned about improving the performance of my work group.	5.19	5.24	5.46	5.10	5.18
	166	21	24	70	38
	0.91	0.70	0.72	1.07	0.77
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q5c. My supervisor holds me accountable for deliverables.	5.38	5.33	5.79	5.40	5.11
	161	21	24	68	37
	0.65	0.66	0.41	0.65	0.66

Accountability: Human Resources Departments

Question	All HR	Core Services	Field Services
Q5a. I work in an environment where ethical conduct is required.	5.46	5.40	5.49
	61	20	41
	0.92	0.88	0.95
Question	All HR	Core Services	Field Services
Q5b. My supervisor is concerned about improving the performance of my work group.	5.38	5.35	5.39
	61	20	41
	0.76	0.75	0.77
Question	All HR	Core Services	Field Services
Q5c. My supervisor holds me accountable for deliverables.	5.58	5.50	5.63
	60	20	40
	0.56	0.61	0.54

Accountability: IT Departments

Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q5a. I work in an environment where ethical conduct is required.	5.46	5.22	5.50	5.73	5.23
	112	27	26	37	22
	0.89	0.89	0.95	0.51	1.19
Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q5b. My supervisor is concerned about improving the performance of my work group.	5.43	5.32	5.58	5.57	5.14
	108	25	26	35	22
	0.79	0.80	0.64	0.61	1.08
Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q5c. My supervisor holds me accountable for deliverables.	5.54	5.37	5.78	5.62	5.36
	109	27	23	37	22
	0.75	0.74	0.42	0.64	1.09

Personal Development

Personal Development: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q7a. My supervisor and I discuss my career opportunities.	4.33	4.42	4.84	3.33	4.15	4.48	4.13	4.43	4.55	3.09
	660	172	19	9	13	88	168	58	111	22
	1.46	1.44	1.01	1.32	1.99	1.36	1.47	1.23	1.46	1.82
Q7b. I have a development plan in my annual performance review.	4.58	4.68	5.29	3.80	4.54	4.67	4.31	4.91	4.78	3.29
	634	167	17	10	13	85	157	56	108	21
	1.34	1.30	1.16	1.48	1.71	1.19	1.40	1.03	1.31	1.49
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.66	4.75	4.95	4.18	4.71	4.78	4.49	4.73	4.73	4.09
	670	178	19	11	14	87	169	60	110	22
	1.34	1.25	1.08	1.33	1.59	1.33	1.39	1.16	1.40	1.77

Personal Development: CFO Departments

Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q7a. My supervisor and I discuss my career opportunities.	4.42	4.73	4.38	4.19	4.00	4.53	5.00
	172	11	58	36	9	47	11
	1.44	1.49	1.50	1.49	1.87	1.33	0.89
Q7b. I have a development plan in my annual performance review.	4.68	4.89	4.77	4.34	4.13	4.70	5.67
	167	9	57	38	8	46	9
	1.30	1.45	1.17	1.42	1.73	1.26	0.50
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.75	5.08	4.80	4.23	4.78	4.92	5.20
	178	12	60	39	9	48	10
	1.25	1.44	1.26	1.22	1.20	1.15	1.32

Personal Development: EH&S Departments

Question	All EH&S	EH&S Div. Office*	Evrrnmntl. Services	Health Services	Industrial Hygeine	Occuptnl. Safety	Radiation Protectn.	Waste Mgt.
Q7a. My supervisor and I discuss my career opportunities.	4.48	4.36	4.44	4.14	4.67	4.50	4.75	4.14
	88	11	9	7	15	12	20	14
	1.36	1.75	0.73	1.35	1.59	1.00	1.45	1.41
Q7b. I have a development plan in my annual performance review.	4.67	4.50	4.89	5.00	4.67	4.42	4.90	4.36
	85	8	9	7	15	12	20	14
	1.19	1.51	0.60	0.58	1.45	1.24	1.33	1.01
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.78	4.90	4.56	3.86	5.07	4.58	5.10	4.71
	87	10	9	7	15	12	20	14
	1.33	1.29	0.73	1.57	1.53	1.51	1.21	1.33

Personal Development: Facilities Departments

Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q7a. My supervisor and I discuss my career opportunities.	4.13	4.48	4.20	4.06	4.00
	168	21	25	71	39
	1.47	1.17	1.53	1.60	1.40
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q7b. I have a development plan in my annual performance review.	4.31	4.47	4.38	4.18	4.24
	157	19	24	65	37
	1.40	1.31	1.38	1.52	1.46
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.49	4.24	4.68	4.29	4.74
	169	21	25	72	39
	1.39	1.26	1.35	1.61	1.02

Personal Development: Human Resources Departments

Question	All HR	Core Services	Field Services
Q7a. My supervisor and I discuss my career opportunities.	4.43	4.11	4.59
	58	19	39
	1.23	1.15	1.25
Question	All HR	Core Services	Field Services
Q7b. I have a development plan in my annual performance review.	4.91	4.44	5.13
	56	18	38
	1.03	1.04	0.96
Question	All HR	Core Services	Field Services
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.73	4.40	4.90
	60	20	40
	1.16	1.19	1.13

Personal Development: IT Departments

Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q7a. My supervisor and I discuss my career opportunities.	4.55	4.48	4.92	4.70	3.95
	111	27	25	37	22
	1.46	1.50	1.38	1.24	1.73
Q7b. I have a development plan in my annual performance review.	4.78	4.46	4.80	5.14	4.50
	108	24	25	37	22
	1.31	1.53	1.19	1.03	1.50
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.73	4.42	5.12	4.78	4.55
	110	26	25	37	22
	1.40	1.68	1.17	1.25	1.50

Organizational Support

Organizational Support: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q9a. I receive the training needed to do my work.	4.97	4.78	5.30	5.40	5.29	5.36	4.95	4.85	5.07	4.10
	676	182	20	10	14	89	168	61	111	21
	1.07	1.16	1.08	0.70	0.91	0.84	1.02	1.01	1.02	1.34
Q9b. I have the resources needed to do my work.	4.76	4.81	5.25	4.91	5.21	4.58	4.65	4.72	5.00	4.00
	679	181	20	11	14	91	168	61	112	21
	1.18	1.06	1.25	0.70	0.89	1.51	1.20	0.97	0.99	1.48
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	5.01	4.97	5.55	5.64	5.29	4.90	4.97	5.18	5.05	4.38
	674	178	20	11	14	90	168	61	111	21
	1.11	1.06	0.76	0.50	0.73	1.19	1.13	0.81	1.18	1.63

Organizational Support: CFO Departments

Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q9a. I receive the training needed to do my work.	4.78	4.33	4.89	4.36	5.22	4.88	5.36
	182	12	62	39	9	49	11
	1.16	1.83	1.12	1.09	0.67	1.15	0.67
Q9b. I have the resources needed to do my work.	4.81	4.42	4.81	4.59	5.22	4.90	5.36
	181	12	62	39	9	48	11
	1.06	1.56	1.16	0.82	1.30	0.97	0.50
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	4.97	5.27	4.92	4.74	5.56	4.96	5.36
	178	11	60	39	9	48	11
	1.06	0.79	1.23	1.21	0.53	0.85	0.67

Organizational Support: EH&S Departments

Question	All EH&S	EH&S Div. Office*	Evrrnmntl. Services	Health Services	Industrial Hygeine	Occuptnl. Safety	Radiation Protectn.	Waste Mgt.
Q9a. I receive the training needed to do my work.	5.36	5.55	5.50	5.33	5.53	5.33	5.10	5.33
	89	11	10	6	15	12	20	15
	0.84	0.69	0.53	0.52	0.74	0.65	1.33	0.62
Q9b. I have the resources needed to do my work.	4.58	4.27	5.10	4.29	3.60	4.25	5.00	5.27
	91	11	10	7	15	12	21	15
	1.51	1.85	0.74	1.25	2.10	1.60	1.05	1.03
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	4.90	4.90	5.10	4.43	4.80	4.83	5.14	4.80
	90	10	10	7	15	12	21	15
	1.19	1.37	0.74	1.62	1.26	1.03	1.11	1.37

Organizational Support: Facilities Departments

Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q9a. I receive the training needed to do my work.	4.95	4.85	4.96	4.80	5.08
	168	20	25	71	39
	1.02	0.99	0.98	1.14	0.90
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q9b. I have the resources needed to do my work.	4.65	4.75	4.28	4.56	4.82
	168	20	25	72	38
	1.20	1.12	1.31	1.36	0.90
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	4.97	5.10	5.24	4.72	5.05
	168	20	25	72	38
	1.13	0.97	0.97	1.38	0.87

Organizational Support: Human Resources Departments

Question	All HR	Core Services	Field Services
Q9a. I receive the training needed to do my work.	4.85	4.55	5.00
	61	20	41
	1.01	1.23	0.87
Question	All HR	Core Services	Field Services
Q9b. I have the resources needed to do my work.	4.72	4.40	4.88
	61	20	41
	0.97	1.05	0.90
Question	All HR	Core Services	Field Services
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	5.18	4.90	5.32
	61	20	41
	0.81	0.91	0.72

Organizational Support: IT Departments

Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q9a. I receive the training needed to do my work.	5.07	4.92	5.12	5.43	4.59
	111	26	26	37	22
	1.02	0.89	0.95	0.80	1.33
Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q9b. I have the resources needed to do my work.	5.00	4.59	4.96	5.32	5.00
	112	27	26	37	22
	0.99	1.01	0.92	0.78	1.20
Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	5.05	4.77	5.19	5.22	4.91
	111	26	26	37	22
	1.18	1.21	1.10	1.08	1.38

Group Management

Group Management: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q11a. I work in a group that operates efficiently.	4.77	4.75	5.40	4.91	5.14	4.62	4.64	4.67	5.05	4.45
	676	179	20	11	14	89	169	61	111	22
	1.12	1.10	0.94	0.70	1.03	1.27	1.19	0.83	1.03	1.22
Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q11b. New hires are effectively integrated into my Department/group's work priorities.	4.73	4.75	5.27	5.00	5.00	4.64	4.45	4.76	5.10	4.24
	595	157	15	11	14	85	141	55	100	17
	1.12	1.12	0.88	0.89	0.88	1.21	1.19	0.92	0.90	1.35

Group Management: CFO Departments

Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q11a. I work in a group that operates efficiently.	4.75	4.92	4.85	4.42	4.67	4.80	5.00
	179	12	60	38	9	49	11
	1.10	0.90	1.20	1.31	1.12	0.84	0.77
Q11b. New hires are effectively integrated into my Department/group's work priorities.	4.75	5.17	4.83	4.42	4.29	4.73	5.27
	157	12	52	31	7	44	11
	1.12	1.11	1.04	1.31	1.50	1.09	0.47

Group Management: EH&S Departments

Question	All EH&S	EH&S Div. Office*	Envrnmntl. Services	Health Services	Industrial Hygeine	Occuptnl. Safety	Radiation Protectn.	Waste Mgt.
Q11a. I work in a group that operates efficiently.	4.62	4.73	5.10	5.00	4.29	4.92	4.25	4.60
	89	11	10	7	14	12	20	15
	1.27	1.35	0.88	0.82	1.64	1.00	1.52	1.06
Q11b. New hires are effectively integrated into my Department/group's work priorities.	4.64	5.00	5.00	4.86	4.69	5.00	4.10	4.46
	85	9	10	7	13	12	21	13
	1.21	1.12	0.67	0.69	1.11	1.13	1.73	0.78

Group Management: Facilities Departments

Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q11a. I work in a group that operates efficiently.	4.64	4.67	5.00	4.44	4.70
	169	21	25	70	40
	1.19	0.86	1.00	1.40	1.07
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q11b. New hires are effectively integrated into my Department/group's work priorities.	4.45	4.52	4.33	4.33	4.62
	141	21	15	58	34
	1.19	1.17	1.18	1.41	0.85

Group Management: Human Resources Departments

Question	All HR	Core Services	Field Services
Q11a. I work in a group that operates efficiently.	4.67	4.60	4.71
	61	20	41
	0.83	0.82	0.84
Question	All HR	Core Services	Field Services
Q11b. New hires are effectively integrated into my Department/group's work priorities.	4.76	4.56	4.86
	55	18	37
	0.92	0.92	0.92

Group Management: IT Departments

Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q11a. I work in a group that operates efficiently.	5.05	4.85	5.52	5.03	4.82
	111	27	25	37	22
	1.03	1.20	0.59	0.90	1.30
Q11b. New hires are effectively integrated into my Department/group's work priorities.	5.10	4.83	5.35	5.19	5.00
	100	24	23	32	21
	0.90	1.24	0.57	0.59	1.10

Supervision

Supervision: All Divisions

Question	All	CFO	Ops Dirctrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q13a. I know what is expected of me in my work.	5.30	5.33	5.80	5.36	5.36	5.26	5.23	5.34	5.39	4.68
	682	180	20	11	14	91	171	61	112	22
	0.83	0.87	0.41	0.67	0.74	0.83	0.80	0.60	0.78	1.49
Q13b. I receive clear direction from my supervisor.	4.86	4.82	5.16	5.09	4.62	4.70	4.86	5.00	5.05	4.14
	672	177	19	11	13	90	167	61	112	22
	1.15	1.15	1.12	0.70	1.71	1.30	1.08	0.97	1.04	1.55
Q13c. My supervisor stresses an appropriate sense of urgency.	4.91	4.97	5.53	5.36	5.15	4.72	4.73	5.00	5.15	4.32
	662	175	19	11	13	87	166	60	109	22
	1.12	1.04	0.70	0.67	0.99	1.42	1.06	1.06	0.97	1.62
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	4.95	4.96	5.70	5.73	5.00	4.99	4.86	4.82	5.09	4.05
	681	179	20	11	14	91	171	61	112	22
	1.33	1.27	0.47	0.47	1.41	1.30	1.32	1.50	1.33	1.84

Supervision: CFO Departments

Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q13a. I know what is expected of me in my work.	5.33	5.42	5.28	5.16	5.33	5.45	5.64
	180	12	61	38	9	49	11
	0.87	1.16	1.02	0.89	1.00	0.58	0.50
Q13b. I receive clear direction from my supervisor.	4.82	5.08	4.82	4.27	5.22	5.00	5.36
	177	12	60	37	9	48	11
	1.15	1.38	1.19	1.28	0.97	0.88	0.81
Q13c. My supervisor stresses an appropriate sense of urgency.	4.97	5.17	4.90	4.69	4.78	5.13	5.45
	175	12	60	35	9	48	11
	1.04	1.11	1.15	1.02	1.30	0.87	0.82
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	4.96	5.58	4.90	4.71	4.67	5.02	5.36
	179	12	61	38	9	48	11
	1.27	1.16	1.34	1.27	1.87	1.02	1.29

Supervision: EH&S Departments

Question	All EH&S	EH&S Div. Office*	Evrrmntl. Services	Health Services	Industrial Hygeine	Occuptnl. Safety	Radiation Protectn.	Waste Mgt.
Q13a. I know what is expected of me in my work.	5.26	5.55	5.50	4.86	5.33	4.92	5.29	5.27
	91	11	10	7	15	12	21	15
	0.83	0.69	0.53	1.46	0.62	0.79	0.96	0.70
Q13b. I receive clear direction from my supervisor.	4.70	4.64	5.10	4.00	5.14	4.17	4.62	4.93
	90	11	10	7	14	12	21	15
	1.30	1.63	0.88	1.29	0.95	1.40	1.43	1.22
Q13c. My supervisor stresses an appropriate sense of urgency.	4.72	5.18	5.00	3.83	4.80	4.17	4.52	5.29
	87	11	8	6	15	12	21	14
	1.42	0.98	1.07	1.94	1.21	1.75	1.57	1.14
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	4.99	4.73	5.10	3.86	5.33	5.42	4.90	5.07
	91	11	10	7	15	12	21	15
	1.30	1.74	0.74	1.46	1.35	0.67	1.30	1.33

Supervision: Facilities Departments

Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q13a. I know what is expected of me in my work.	5.23 171 0.80	5.05 21 0.74	5.36 25 0.76	5.22 72 0.84	5.24 41 0.86
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q13b. I receive clear direction from my supervisor.	4.86 167 1.08	4.90 21 1.14	5.12 25 0.88	4.68 71 1.20	4.87 39 1.00
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q13c. My supervisor stresses an appropriate sense of urgency.	4.73 166 1.06	4.95 21 1.12	5.28 25 0.84	4.49 71 1.23	4.66 38 0.71
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	4.86 171 1.32	5.10 21 1.18	5.28 25 0.84	4.67 73 1.55	4.73 41 1.28

Supervision: Human Resources Departments

Question	All HR	Core Services	Field Services
Q13a. I know what is expected of me in my work.	5.34	5.20	5.41
	61	20	41
	0.60	0.77	0.50
Question	All HR	Core Services	Field Services
Q13b. I receive clear direction from my supervisor.	5.00	4.60	5.20
	61	20	41
	0.97	1.14	0.81
Question	All HR	Core Services	Field Services
Q13c. My supervisor stresses an appropriate sense of urgency.	5.00	4.80	5.10
	60	20	40
	1.06	1.20	0.98
Question	All HR	Core Services	Field Services
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	4.82	4.45	5.00
	61	20	41
	1.50	1.61	1.43

Supervision: IT Departments

Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q13a. I know what is expected of me in my work.	5.39	5.11	5.54	5.59	5.23
	112	27	26	37	22
	0.78	0.75	0.71	0.55	1.07
Q13b. I receive clear direction from my supervisor.	5.05	4.74	5.23	5.27	4.86
	112	27	26	37	22
	1.04	1.23	0.99	0.61	1.32
Q13c. My supervisor stresses an appropriate sense of urgency.	5.15	5.20	5.15	5.31	4.82
	109	25	26	36	22
	0.97	0.91	1.19	0.62	1.18
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	5.09	4.85	5.31	5.35	4.68
	112	27	26	37	22
	1.33	1.46	1.29	1.01	1.62

Recognition

Recognition: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q15a. I work in an environment where my opinions and ideas are valued.	4.80	4.83	5.30	5.27	5.21	4.89	4.64	4.90	4.85	4.00
	676	179	20	11	14	91	166	61	112	22
	1.20	1.18	0.80	0.79	0.89	1.17	1.24	0.94	1.28	1.63
Q15b. My ideas on work process and procedure improvements are valued.	4.79	4.83	5.35	5.36	4.93	4.97	4.59	4.90	4.80	4.05
	673	179	20	11	14	89	167	60	111	22
	1.21	1.20	0.67	0.81	1.14	1.10	1.29	0.99	1.25	1.59
Q15c. I am given an appropriate amount of independence.	5.25	5.19	5.80	5.73	5.50	5.35	5.20	5.15	5.30	4.77
	679	178	20	11	14	91	171	60	112	22
	0.92	0.90	0.41	0.47	0.65	0.90	0.89	0.94	1.01	1.19

Recognition: CFO Departments

Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q15a. I work in an environment where my opinions and ideas are valued.	4.83	5.55	4.84	4.46	4.89	4.83	5.40
	179	11	62	39	9	48	10
	1.18	0.52	1.31	1.23	1.27	0.95	1.26
Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q15b. My ideas on work process and procedure improvements are valued.	4.83	5.55	4.89	4.56	5.33	4.65	5.10
	179	11	62	39	9	48	10
	1.20	0.52	1.28	1.27	1.00	1.10	1.29
Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q15c. I am given an appropriate amount of independence.	5.19	5.73	5.19	5.00	5.67	5.02	5.60
	178	11	62	39	9	47	10
	0.90	0.47	0.87	0.86	0.50	1.07	0.70

Recognition: EH&S Departments

Question	All EH&S	EH&S Div. Office*	Envrnmntl. Services	Health Services	Industrial Hygeine	Occuptnl. Safety	Radiation Protectn.	Waste Mgt.
Q15a. I work in an environment where my opinions and ideas are valued.	4.89	5.00	4.80	4.43	4.93	4.92	4.95	4.93
	91	11	10	7	15	12	21	15
	1.17	1.34	0.63	1.27	1.39	1.08	1.36	0.96
Q15b. My ideas on work process and procedure improvements are valued.	4.97	5.00	4.90	4.43	4.79	5.08	5.20	5.00
	89	11	10	7	14	12	20	15
	1.10	1.34	0.74	1.72	1.31	0.67	1.15	0.85
Q15c. I am given an appropriate amount of independence.	5.35	5.64	5.40	5.29	5.53	5.67	5.05	5.13
	91	11	10	7	15	12	21	15
	0.90	0.67	0.70	1.11	0.64	0.49	1.28	0.83

Recognition: Facilities Departments

Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q15a. I work in an environment where my opinions and ideas are valued.	4.64	4.62	5.32	4.34	4.68
	166	21	25	68	40
	1.24	1.20	0.75	1.48	1.05
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q15b. My ideas on work process and procedure improvements are valued.	4.59	4.62	5.04	4.29	4.67
	167	21	25	69	39
	1.29	1.20	0.89	1.53	1.13
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q15c. I am given an appropriate amount of independence.	5.20	5.38	5.44	5.08	5.13
	171	21	25	72	40
	0.89	0.86	0.77	1.06	0.69

Recognition: Human Resources Departments

Question	All HR	Core Services	Field Services
Q15a. I work in an environment where my opinions and ideas are valued.	4.90	4.75	4.98
	61	20	41
	0.94	1.07	0.88
Question	All HR	Core Services	Field Services
Q15b. My ideas on work process and procedure improvements are valued.	4.90	4.60	5.05
	60	20	40
	0.99	1.10	0.90
Question	All HR	Core Services	Field Services
Q15c. I am given an appropriate amount of independence.	5.15	5.35	5.05
	60	20	40
	0.94	0.67	1.04

Recognition: IT Departments

Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q15a. I work in an environment where my opinions and ideas are valued.	4.85	4.59	4.92	5.22	4.45
	112	27	26	37	22
	1.28	1.31	1.16	1.00	1.65
Q15b. My ideas on work process and procedure improvements are valued.	4.80	4.48	4.88	5.11	4.59
	111	27	26	36	22
	1.25	1.34	1.21	1.04	1.44
Q15c. I am given an appropriate amount of independence.	5.30	5.33	5.27	5.41	5.14
	112	27	26	37	22
	1.01	0.88	1.31	0.80	1.13

Fairness and Respect

Fairness and Respect: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q17a. I am treated fairly and with respect by my supervisor.	5.16	5.08	5.75	5.82	5.50	5.23	5.15	5.15	5.16	4.62
	682	181	20	11	14	91	173	60	111	21
	1.11	1.16	0.44	0.40	0.65	1.03	1.00	1.19	1.22	1.63
Q17b. I am treated fairly and with respect by my colleagues.	5.21	5.16	5.55	5.55	5.50	5.15	5.20	5.02	5.33	5.09
	683	180	20	11	14	91	172	61	112	22
	0.93	0.93	0.69	0.69	0.65	1.08	0.92	1.01	0.79	1.02

Fairness and Respect: CFO Departments

Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q17a. I am treated fairly and with respect by my supervisor.	5.08	5.50	5.13	4.64	5.00	5.20	5.45
	181	12	61	39	9	49	11
	1.16	1.17	1.31	1.20	1.00	0.87	1.21
Q17b. I am treated fairly and with respect by my colleagues.	5.16	5.50	5.18	5.05	5.00	5.21	5.00
	180	12	61	39	9	48	11
	0.93	0.80	1.04	1.07	0.50	0.68	1.10

Fairness and Respect: EH&S Departments

Question	All EH&S	EH&S Div. Office*	Evrrnmntl. Services	Health Services	Industrial Hygeine	Occuptnl. Safety	Radiation Protectn.	Waste Mgt.
Q17a. I am treated fairly and with respect by my supervisor.	5.23	5.27	5.30	4.71	5.40	5.42	5.14	5.20
	91	11	10	7	15	12	21	15
	1.03	1.19	0.95	1.38	0.91	0.90	1.20	0.86
Q17b. I am treated fairly and with respect by my colleagues.	5.15	5.09	5.40	5.14	5.40	5.25	5.19	4.67
	91	11	10	7	15	12	21	15
	1.08	1.58	0.52	0.69	0.63	1.36	1.08	1.23

Fairness and Respect: Facilities Departments

Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q17a. I am treated fairly and with respect by my supervisor.	5.15	5.38	5.52	5.04	4.95
	173	21	25	73	41
	1.00	0.97	0.65	1.03	1.16
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q17b. I am treated fairly and with respect by my colleagues.	5.20	5.33	5.56	5.14	4.98
	172	21	25	73	40
	0.92	0.80	0.58	1.00	0.97

Fairness and Respect: Human Resources Departments

Question	All HR	Core Services	Field Services
Q17a. I am treated fairly and with respect by my supervisor.	5.15	5.05	5.20
	60	19	41
	1.19	1.35	1.12
Question	All HR	Core Services	Field Services
Q17b. I am treated fairly and with respect by my colleagues.	5.02	5.05	5.00
	61	20	41
	1.01	1.15	0.95

Fairness and Respect: IT Departments

Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q17a. I am treated fairly and with respect by my supervisor.	5.16	5.04	5.27	5.47	4.68
	111	27	26	36	22
	1.22	1.19	1.19	0.84	1.64
Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q17b. I am treated fairly and with respect by my colleagues.	5.33	4.93	5.38	5.49	5.50
	112	27	26	37	22
	0.79	0.96	0.85	0.56	0.67

Morale

Morale: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q19a. Morale in my work unit is generally good.	4.47	4.48	5.30	5.27	5.29	4.34	4.23	4.48	4.73	3.90
	677	181	20	11	14	88	172	61	109	21
	1.29	1.23	1.08	1.01	0.47	1.37	1.44	1.06	1.13	1.55

Morale: CFO Departments

Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q19a. Morale in my work unit is generally good.	4.48	4.83	4.49	4.10	4.33	4.53	5.27
	181	12	61	39	9	49	11
	1.23	0.94	1.31	1.35	1.50	1.06	0.65

Morale: EH&S Departments

Question	All EH&S	EH&S Div. Office*	Envrnmntl. Services	Health Services	Industrial Hygeine	Occuptnl. Safety	Radiation Protectn.	Waste Mgt.
Q19a. Morale in my work unit is generally good.	4.34	5.00	5.10	3.86	4.07	4.67	4.32	3.60
	88	11	10	7	14	12	19	15
	1.37	1.26	0.57	1.21	1.73	0.98	1.42	1.40

Morale: Facilities Departments

Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q19a. Morale in my work unit is generally good.	4.23	4.52	4.56	3.67	4.59
	172	21	25	72	41
	1.44	1.17	1.36	1.51	1.36

Morale: Human Resources Departments

Question	All HR	Core Services	Field Services
Q19a. Morale in my work unit is generally good.	4.48	3.90	4.76
	61	20	41
	1.06	1.07	0.94

Morale: IT Departments

Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q19a. Morale in my work unit is generally good.	4.73	4.38	4.92	5.00	4.50
	109	26	25	36	22
	1.13	1.13	1.08	0.93	1.37

Pace of Work

Pace of Work: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q21a. I work in an environment where there is a reasonable workload.	4.28	4.21	5.20	4.73	4.64	3.86	4.36	3.80	4.69	3.91
	685	182	20	11	14	90	173	61	112	22
	1.38	1.29	1.28	0.79	1.60	1.63	1.40	1.31	1.12	1.38
Q21b. We have enough staff to get the work done in a quality manner.	3.83	4.08	4.74	4.45	3.79	3.36	3.54	3.75	4.21	3.14
	676	179	19	11	14	89	172	60	110	22
	1.49	1.32	1.33	0.93	1.76	1.61	1.61	1.31	1.34	1.46

Pace of Work: CFO Departments

Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q21a. I work in an environment where there is a reasonable workload.	4.21	3.83	4.27	4.28	4.11	4.00	5.00
	182	12	62	39	9	49	11
	1.29	1.40	1.27	1.34	1.17	1.34	0.63
Q21b. We have enough staff to get the work done in a quality manner.	4.08	3.83	4.18	3.97	4.00	3.96	4.73
	179	12	61	39	7	49	11
	1.32	1.19	1.30	1.42	1.15	1.40	0.79

Pace of Work: EH&S Departments

Question	All EH&S	EH&S Div. Office*	Evrrmntl. Services	Health Services	Industrial Hygeine	Occuptnl. Safety	Radiation Protectn.	Waste Mgt.
Q21a. I work in an environment where there is a reasonable workload.	3.86	3.64	4.44	3.71	2.80	3.08	4.43	4.60
	90	11	9	7	15	12	21	15
	1.63	2.20	1.24	1.70	1.42	1.88	1.16	1.18
Q21b. We have enough staff to get the work done in a quality manner.	3.36	2.73	4.40	3.86	2.47	2.92	3.21	4.33
	89	11	10	7	15	12	19	15
	1.61	1.74	1.07	1.46	1.46	1.78	1.36	1.50

Pace of Work: Facilities Departments

Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q21a. I work in an environment where there is a reasonable workload.	4.36	4.38	3.24	4.21	5.02
	173	21	25	73	41
	1.40	1.47	1.51	1.43	0.79
Q21b. We have enough staff to get the work done in a quality manner.	3.54	3.76	2.76	2.93	4.63
	172	21	25	73	40
	1.61	1.64	1.39	1.60	1.00

Pace of Work: Human Resources Departments

Question	All HR	Core Services	Field Services
Q21a. I work in an environment where there is a reasonable workload.	3.80	3.45	3.98
	61	20	41
	1.31	1.36	1.27
Q21b. We have enough staff to get the work done in a quality manner.	3.75	3.30	3.98
	60	20	40
	1.31	1.42	1.21

Pace of Work: IT Departments

Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q21a. I work in an environment where there is a reasonable workload.	4.69	4.52	4.65	4.78	4.77
	112	27	26	37	22
	1.12	1.01	1.09	1.11	1.31
Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q21b. We have enough staff to get the work done in a quality manner.	4.21	3.70	4.28	4.36	4.50
	110	27	25	36	22
	1.34	1.41	1.28	1.25	1.41

Compensation and Benefits

Compensation and Benefits: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q23a. I am satisfied with my compensation.	4.29	4.42	4.75	4.55	4.14	4.29	3.92	3.92	4.81	4.05
	677	180	20	11	14	89	168	61	112	22
	1.34	1.25	1.16	1.04	1.10	1.24	1.42	1.56	1.21	1.21
Q23b. I am satisfied with my benefits.	5.19	5.31	5.55	5.55	5.14	5.12	4.86	5.26	5.43	5.05
	679	181	20	11	14	90	168	61	112	22
	0.82	0.63	0.51	0.52	0.86	0.83	0.97	0.87	0.73	0.72

Compensation and Benefits: CFO Departments

Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q23a. I am satisfied with my compensation.	4.42	4.25	4.34	4.45	4.89	4.37	4.73
	180	12	61	38	9	49	11
	1.25	1.60	1.36	1.06	0.33	1.33	1.01
Q23b. I am satisfied with my benefits.	5.31	5.42	5.23	5.36	5.56	5.35	5.09
	181	12	61	39	9	49	11
	0.63	0.67	0.67	0.63	0.53	0.56	0.70

Compensation and Benefits: EH&S Departments

Question	All EH&S	EH&S Div. Office*	Envrnmntl. Services	Health Services	Industrial Hygeine	Occuptnl. Safety	Radiation Protectn.	Waste Mgt.
Q23a. I am satisfied with my compensation.	4.29	4.55	4.50	3.86	4.50	4.17	4.15	4.27
	89	11	10	7	14	12	20	15
	1.24	1.29	1.08	1.46	1.45	1.03	1.27	1.22
Q23b. I am satisfied with my benefits.	5.12	5.55	5.10	5.29	5.57	5.00	4.86	4.80
	90	11	10	7	14	12	21	15
	0.83	0.52	0.99	0.49	0.51	0.60	1.06	0.86

Compensation and Benefits: Facilities Departments

Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q23a. I am satisfied with my compensation.	3.92	3.90	3.75	4.03	3.84
	168	21	24	73	38
	1.42	1.45	1.39	1.39	1.48
Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q23b. I am satisfied with my benefits.	4.86	5.05	5.04	4.85	4.74
	168	21	24	72	39
	0.97	1.24	0.81	0.88	0.99

Compensation and Benefits: Human Resources Departments

Question	All HR	Core Services	Field Services
Q23a. I am satisfied with my compensation.	3.92	3.65	4.05
	61	20	41
	1.56	1.66	1.52
Question	All HR	Core Services	Field Services
Q23b. I am satisfied with my benefits.	5.26	5.15	5.32
	61	20	41
	0.87	0.93	0.85

Compensation and Benefits: IT Departments

Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q23a. I am satisfied with my compensation.	4.81	4.19	5.19	4.89	5.00
	112	27	26	37	22
	1.21	1.62	1.10	0.94	0.93
Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q23b. I am satisfied with my benefits.	5.43	5.30	5.50	5.41	5.55
	112	27	26	37	22
	0.73	0.78	0.71	0.60	0.91

Working at Berkeley Lab

Working at Berkeley Lab: All Divisions

Question	All	CFO	Ops Dirtrate	Ops Dirctrs	Tech Tr & IP	EH&S	Facil	HR	IT	Pub Aff
Q25a. I am glad to be working at Berkeley Lab.	5.48	5.35	5.85	5.91	5.54	5.43	5.55	5.23	5.62	5.55
	674	179	20	11	13	88	170	61	112	20
	0.75	0.86	0.37	0.30	0.52	0.80	0.63	0.96	0.60	0.60

Working at Berkeley Lab: CFO Departments

Question	All CFO	Budget Office	BusSys Anlys/*	Controller	OCFO-Ops	Procurmnt	Sponsrd Projects
Q25a. I am glad to be working at Berkeley Lab.	5.35	5.50	5.25	5.37	4.89	5.43	5.73
	179	12	60	38	9	49	11
	0.86	0.80	0.93	0.75	1.54	0.76	0.47

Working at Berkeley Lab: EH&S Departments

Question	All EH&S	EH&S Div. Office*	Envrnmntl. Services	Health Services	Industrial Hygeine	Occuptnl. Safety	Radiation Protectn.	Waste Mgt.
Q25a. I am glad to be working at Berkeley Lab.	5.43	5.36	5.60	5.29	5.53	5.36	5.42	5.40
	88	11	10	7	15	11	19	15
	0.80	1.03	0.70	0.76	0.52	1.21	0.84	0.63

Working at Berkeley Lab: Facilities Departments

Question	All Facilitis.	Fac. Dept. Office	Plant Des. & Constr.	Plant Oper.	Site Support
Q25a. I am glad to be working at Berkeley Lab.	5.55	5.57	5.60	5.44	5.63
	170	21	25	72	40
	0.63	0.60	0.65	0.71	0.49

Working at Berkeley Lab: Human Resources Departments

Question	All HR	Core Services	Field Services
Q25a. I am glad to be working at Berkeley Lab.	5.23	5.20	5.24
	61	20	41
	0.96	1.01	0.94

Working at Berkeley Lab: IT Departments

Question	All IT	IT Div. Office	Infra-structure	Institutnl. Systems	IT User Support
Q25a. I am glad to be working at Berkeley Lab.	5.62	5.67	5.65	5.59	5.55
	112	27	26	37	22
	0.60	0.48	0.63	0.60	0.74

Section Four

Results by

Demographics

Supervisors vs. Non-Supervisors

Sense of Shared Mission: Supervisors vs. Non-Supervisors

Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.31	5.40	5.34	5.18
	664	144	351	169
	0.86	0.86	0.83	0.92
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.42	5.52	5.44	5.27
	665	143	351	171
	0.81	0.69	0.81	0.89
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.54	5.57	5.55	5.52
	671	145	352	174
	0.64	0.56	0.67	0.67
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q1d. I work in an environment where collaboration with other work groups is encouraged.	5.02	5.12	5.05	4.87
	666	145	351	170
	1.12	1.10	1.11	1.16

Safety: Supervisors vs. Non-Supervisors

Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.64	5.71	5.64	5.58
	665	143	352	170
	0.63	0.50	0.63	0.73
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.35	5.38	5.39	5.25
	659	141	349	169
	0.81	0.64	0.83	0.89
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.52	5.57	5.54	5.43
	664	143	351	170
	0.68	0.63	0.71	0.65

Accountability: Supervisors vs. Non-Supervisors

Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q5a. I work in an environment where ethical conduct is required.	5.39	5.42	5.44	5.25
	662	145	348	169
	0.89	0.90	0.87	0.94
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q5b. My supervisor is concerned about improving the performance of my work group.	5.23	5.33	5.22	5.14
	652	141	344	167
	1.01	0.85	1.05	1.07
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q5c. My supervisor holds me accountable for deliverables.	5.47	5.56	5.53	5.27
	653	143	349	161
	0.72	0.59	0.69	0.84

Personal Development: Supervisors vs. Non-Supervisors

Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q7a. My supervisor and I discuss my career opportunities.	4.32	4.06	4.48	4.23
	647	138	342	167
	1.47	1.42	1.47	1.46
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q7b. I have a development plan in my annual performance review.	4.57	4.55	4.70	4.32
	621	137	327	157
	1.35	1.29	1.34	1.40
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.65	4.65	4.68	4.59
	657	142	346	169
	1.35	1.24	1.38	1.37

Organizational Support: Supervisors vs. Non-Supervisors

Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q9a. I receive the training needed to do my work.	4.95	4.89	4.99	4.95
	662	143	352	167
	1.08	1.09	1.07	1.08
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q9b. I have the resources needed to do my work.	4.75	4.48	4.77	4.93
	665	145	351	169
	1.18	1.25	1.23	0.98
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	5.00	5.10	5.00	4.91
	660	144	348	168
	1.12	1.07	1.11	1.18

Group Management: Supervisors vs. Non-Supervisors

Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q11a. I work in a group that operates efficiently.	4.77	4.70	4.78	4.79
	662	143	350	169
	1.12	1.12	1.11	1.15
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q11b. New hires are effectively integrated into my Department/group's work priorities.	4.73	4.82	4.74	4.64
	581	136	302	143
	1.12	0.92	1.16	1.20

Supervision: Supervisors vs. Non-Supervisors

Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q13a. I know what is expected of me in my work.	5.30	5.26	5.31	5.32
	669	144	352	173
	0.84	0.86	0.84	0.82
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q13b. I receive clear direction from my supervisor.	4.85	4.87	4.86	4.80
	660	143	349	168
	1.16	1.11	1.14	1.23
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q13c. My supervisor stresses an appropriate sense of urgency.	4.91	4.99	5.00	4.67
	650	139	346	165
	1.13	1.05	1.11	1.20
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	4.95	5.02	4.98	4.81
	669	143	353	173
	1.34	1.31	1.37	1.30

Recognition: Supervisors vs. Non-Supervisors

Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q15a. I work in an environment where my opinions and ideas are valued.	4.80	4.88	4.87	4.59
	663	143	351	169
	1.21	1.17	1.21	1.23
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q15b. My ideas on work process and procedure improvements are valued.	4.78	4.91	4.82	4.61
	659	143	347	169
	1.22	1.20	1.21	1.24
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q15c. I am given an appropriate amount of independence.	5.25	5.27	5.32	5.08
	665	142	352	171
	0.93	0.87	0.86	1.08

Fairness and Respect: Supervisors vs. Non-Supervisors

Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q17a. I am treated fairly and with respect by my supervisor.	5.16	5.19	5.20	5.06
	668	145	350	173
	1.12	1.17	1.11	1.10
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q17b. I am treated fairly and with respect by my colleagues.	5.20	5.17	5.23	5.18
	669	144	353	172
	0.93	0.97	0.91	0.93

Morale: Supervisors vs. Non-Supervisors

Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q19a. Morale in my work unit is generally good.	4.46	4.53	4.50	4.31
	663	144	349	170
	1.30	1.18	1.27	1.46

Pace of Work: Supervisors vs. Non-Supervisors

Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q21a. I work in an environment where there is a reasonable workload.	4.26	3.85	4.19	4.74
	671	145	352	174
	1.38	1.28	1.47	1.14
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q21b. We have enough staff to get the work done in a quality manner.	3.81	3.49	3.83	4.02
	662	144	346	172
	1.49	1.33	1.53	1.51

Compensation and Benefits: Supervisors vs. Non-Supervisors

Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q23a. I am satisfied with my compensation.	4.30	4.52	4.34	4.02
	664	145	349	170
	1.34	1.20	1.36	1.37
Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q23b. I am satisfied with my benefits.	5.20	5.28	5.27	4.98
	666	144	351	171
	0.81	0.74	0.76	0.91

Working at Berkeley Lab: Supervisors vs. Non-Supervisors

Question	All	Super Exempt	NonSuper Exempt	NonSuper NonExmpt
Q25a. I am glad to be working at Berkeley Lab.	5.47	5.51	5.44	5.50
	661	141	352	168
	0.75	0.60	0.83	0.70

By Gender

Sense of Shared Mission: By Gender

Question	All	Female	Male
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.33	5.42	5.24
	668	327	341
	0.88	0.75	0.97
Question	All	Female	Male
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.42	5.42	5.41
	664	325	339
	0.82	0.80	0.84
Question	All	Female	Male
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.54	5.48	5.61
	669	328	341
	0.65	0.69	0.60
Question	All	Female	Male
Q1d. I work in an environment where collaboration with other work groups is encouraged.	5.02	5.02	5.03
	666	326	340
	1.13	1.11	1.15

Safety: By Gender

Question	All	Female	Male
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.64	5.60	5.67
	662	325	337
	0.64	0.69	0.58
Question	All	Female	Male
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.35	5.34	5.36
	657	322	335
	0.81	0.80	0.83
Question	All	Female	Male
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.53	5.52	5.53
	663	324	339
	0.69	0.68	0.69

Accountability: By Gender

Question	All	Female	Male
Q5a. I work in an environment where ethical conduct is required.	5.40	5.38	5.41
	662	323	339
	0.90	0.96	0.84
Question	All	Female	Male
Q5b. My supervisor is concerned about improving the performance of my work group.	5.26	5.22	5.30
	662	324	338
	1.03	1.07	1.00
Question	All	Female	Male
Q5c. My supervisor holds me accountable for deliverables.	5.50	5.53	5.47
	662	322	340
	0.74	0.69	0.79

Personal Development: By Gender

Question	All	Female	Male
Q7a. My supervisor and I discuss my career opportunities.	4.40	4.41	4.38
	663	325	338
	1.51	1.51	1.52
Question	All	Female	Male
Q7b. I have a development plan in my annual performance review.	4.71	4.73	4.70
	659	324	335
	1.43	1.42	1.45
Question	All	Female	Male
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.68	4.66	4.70
	664	326	338
	1.37	1.32	1.41

Organizational Support: By Gender

Question	All	Female	Male
Q9a. I receive the training needed to do my work.	4.96	4.92	5.01
	662	326	336
	1.08	1.07	1.09
Question	All	Female	Male
Q9b. I have the resources needed to do my work.	4.75	4.79	4.72
	663	326	337
	1.19	1.09	1.28
Question	All	Female	Male
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	5.01	5.06	4.96
	661	324	337
	1.13	1.01	1.23

Group Management: By Gender

Question	All	Female	Male
Q11a. I work in a group that operates efficiently.	4.79	4.83	4.75
	667	327	340
	1.14	1.05	1.23
Question	All	Female	Male
Q11b. New hires are effectively integrated into my Department/group's work priorities.	5.02	4.98	5.06
	663	323	340
	1.29	1.27	1.31

Supervision: By Gender

Question	All	Female	Male
Q13a. I know what is expected of me in my work.	5.30	5.29	5.31
	666	327	339
	0.84	0.85	0.83
Question	All	Female	Male
Q13b. I receive clear direction from my supervisor.	4.87	4.83	4.90
	663	325	338
	1.17	1.18	1.16
Question	All	Female	Male
Q13c. My supervisor stresses an appropriate sense of urgency.	4.97	4.93	5.00
	665	326	339
	1.16	1.21	1.12
Question	All	Female	Male
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	4.94	4.82	5.07
	666	325	341
	1.34	1.37	1.31

Recognition: By Gender

Question	All	Female	Male
Q15a. I work in an environment where my opinions and ideas are valued.	4.81	4.74	4.88
	664	328	336
	1.22	1.20	1.24
Question	All	Female	Male
Q15b. My ideas on work process and procedure improvements are valued.	4.81	4.77	4.84
	664	328	336
	1.24	1.21	1.26
Question	All	Female	Male
Q15c. I am given an appropriate amount of independence.	5.25	5.16	5.33
	664	326	338
	0.93	1.01	0.85

Fairness and Respect: By Gender

Question	All	Female	Male
Q17a. I am treated fairly and with respect by my supervisor.	5.16	5.06	5.26
	667	327	340
	1.12	1.18	1.06
Question	All	Female	Male
Q17b. I am treated fairly and with respect by my colleagues.	5.20	5.07	5.33
	666	325	341
	0.93	0.94	0.90

Morale: By Gender

Question	All	Female	Male
Q19a. Morale in my work unit is generally good.	4.49	4.56	4.41
	668	328	340
	1.32	1.22	1.41

Pace of Work: By Gender

Question	All	Female	Male
Q21a. I work in an environment where there is a reasonable workload.	4.26	4.25	4.27
	669	328	341
	1.39	1.36	1.42
Question	All	Female	Male
Q21b. We have enough staff to get the work done in a quality manner.	3.84	4.02	3.67
	667	327	340
	1.52	1.40	1.62

Compensation and Benefits: By Gender

Question	All	Female	Male
Q23a. I am satisfied with my compensation.	4.33	4.24	4.41
	667	328	339
	1.35	1.44	1.26
Question	All	Female	Male
Q23b. I am satisfied with my benefits.	5.20	5.24	5.17
	665	327	338
	0.81	0.78	0.84

Working at Berkeley Lab: By Gender

Question	All	Female	Male
Q25a. I am glad to be working at Berkeley Lab.	5.47	5.43	5.51
	660	322	338
	0.76	0.82	0.69

By Ethnicity

Sense of Shared Mission: By Ethnicity

Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.31	5.38	5.33	5.27	5.29
	614	117	69	62	366
	0.87	0.74	0.76	0.96	0.91
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.42	5.41	5.38	5.42	5.44
	616	118	69	62	367
	0.80	0.79	0.89	0.74	0.81
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.54	5.53	5.51	5.73	5.52
	621	118	71	63	369
	0.64	0.58	0.63	0.54	0.67
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q1d. I work in an environment where collaboration with other work groups is encouraged.	5.02	5.05	4.89	5.26	4.99
	616	116	70	62	368
	1.13	1.08	1.32	0.72	1.16

Safety: By Ethnicity

Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.63	5.56	5.63	5.74	5.64
	616	116	70	62	368
	0.64	0.65	0.84	0.54	0.61
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.33	5.44	5.43	5.46	5.26
	611	117	67	61	366
	0.82	0.69	0.84	0.59	0.89
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.52	5.47	5.45	5.60	5.53
	615	116	69	62	368
	0.69	0.65	0.76	0.56	0.71

Accountability: By Ethnicity

Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q5a. I work in an environment where ethical conduct is required.	5.39	5.35	5.25	5.62	5.39
	612	116	67	61	368
	0.90	0.87	1.12	0.55	0.90
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q5b. My supervisor is concerned about improving the performance of my work group.	5.22	5.06	5.20	5.35	5.25
	602	116	65	62	359
	1.01	1.02	1.19	0.91	1.00
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q5c. My supervisor holds me accountable for deliverables.	5.47	5.47	5.45	5.46	5.47
	604	118	66	61	359
	0.73	0.62	0.86	0.77	0.73

Personal Development: By Ethnicity

Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q7a. My supervisor and I discuss my career opportunities.	4.32	4.40	4.47	4.48	4.24
	601	112	70	60	359
	1.47	1.34	1.52	1.24	1.54
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q7b. I have a development plan in my annual performance review.	4.58	4.75	4.46	4.84	4.50
	575	112	67	55	341
	1.36	1.19	1.45	1.10	1.42
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.66	4.67	4.65	4.85	4.63
	609	116	71	61	361
	1.34	1.25	1.46	1.19	1.37

Organizational Support: By Ethnicity

Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q9a. I receive the training needed to do my work.	4.95	5.00	4.80	5.07	4.95
	613	116	70	61	366
	1.09	1.00	1.34	1.06	1.07
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q9b. I have the resources needed to do my work.	4.75	4.92	5.00	4.77	4.64
	616	117	69	61	369
	1.18	0.98	0.99	1.22	1.25
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	5.00	4.97	5.14	5.08	4.96
	611	116	70	60	365
	1.13	1.11	1.00	1.00	1.18

Group Management: By Ethnicity

Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q11a. I work in a group that operates efficiently.	4.77	4.92	4.91	4.92	4.67
	614	116	70	62	366
	1.13	0.94	1.10	1.03	1.20
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q11b. New hires are effectively integrated into my Department/group's work priorities.	4.73	4.83	4.69	4.98	4.67
	538	100	62	53	323
	1.12	1.01	1.14	0.75	1.20

Supervision: By Ethnicity

Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q13a. I know what is expected of me in my work.	5.30	5.28	5.37	5.40	5.27
	619	116	71	63	369
	0.84	0.85	0.96	0.75	0.82
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q13b. I receive clear direction from my supervisor.	4.83	4.77	4.71	5.02	4.85
	610	117	68	62	363
	1.17	1.15	1.37	1.02	1.16
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q13c. My supervisor stresses an appropriate sense of urgency.	4.91	4.84	4.84	5.02	4.93
	601	112	69	60	360
	1.13	1.10	1.35	0.89	1.14
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	4.94	4.89	5.07	5.03	4.91
	619	117	71	63	368
	1.35	1.34	1.09	1.14	1.43

Recognition: By Ethnicity

Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q15a. I work in an environment where my opinions and ideas are valued.	4.80	4.78	4.79	4.97	4.78
	614	116	71	60	367
	1.20	1.11	1.24	0.97	1.26
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q15b. My ideas on work process and procedure improvements are valued.	4.79	4.83	4.87	4.97	4.74
	611	116	70	59	366
	1.21	1.08	1.20	1.00	1.28
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q15c. I am given an appropriate amount of independence.	5.25	5.23	5.13	5.29	5.27
	616	117	71	62	366
	0.93	0.82	1.24	0.91	0.89

Fairness and Respect: By Ethnicity

Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q17a. I am treated fairly and with respect by my supervisor.	5.16	5.03	5.20	5.33	5.16
	618	115	71	63	369
	1.12	1.21	1.13	1.09	1.10
Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q17b. I am treated fairly and with respect by my colleagues.	5.20	5.14	5.13	5.08	5.24
	619	118	71	62	368
	0.93	0.93	1.09	1.14	0.86

Morale: By Ethnicity

Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q19a. Morale in my work unit is generally good.	4.45	4.64	4.59	4.63	4.33
	615	115	70	63	367
	1.30	1.15	1.16	1.24	1.36

Pace of Work: By Ethnicity

Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q21a. I work in an environment where there is a reasonable workload.	4.26	4.50	4.79	4.48	4.04
	621	118	71	63	369
	1.36	1.22	1.05	1.37	1.41
Q21b. We have enough staff to get the work done in a quality manner.	3.80	4.25	4.29	4.18	3.51
	613	114	70	62	367
	1.47	1.25	1.34	1.36	1.51

Compensation and Benefits: By Ethnicity

Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q23a. I am satisfied with my compensation.	4.29	4.27	3.94	4.16	4.39
	616	116	69	62	369
	1.33	1.29	1.38	1.16	1.36
Q23b. I am satisfied with my benefits.	5.19	5.08	5.17	5.13	5.24
	617	118	69	63	367
	0.82	0.79	0.75	0.79	0.84

Working at Berkeley Lab: By Ethnicity

Question	All	Asian	Black/ Afr-Amer	Hispanic/ Latino	White
Q25a. I am glad to be working at Berkeley Lab.	5.47	5.41	5.62	5.54	5.45
	612	116	68	63	365
	0.75	0.81	0.52	0.59	0.79

By Years of Service

Sense of Shared Mission: By Years of Service

Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.31	5.48	5.39	5.25	5.21	5.38	5.27
	664	86	95	69	174	86	154
	0.86	0.76	0.79	0.74	0.93	0.75	0.97
Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.42	5.58	5.42	5.33	5.38	5.41	5.39
	665	84	97	69	175	85	155
	0.81	0.62	0.83	0.90	0.84	0.84	0.81
Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.54	5.63	5.58	5.39	5.45	5.63	5.61
	671	87	97	69	175	86	157
	0.64	0.57	0.61	0.69	0.69	0.67	0.60
Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q1d. I work in an environment where collaboration with other work groups is encouraged.	5.02	5.19	4.90	4.88	4.98	4.98	5.12
	666	86	96	68	175	85	156
	1.12	1.01	1.27	1.17	1.12	1.17	1.04

Safety: By Years or Service

Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.64	5.71	5.68	5.59	5.62	5.68	5.61
	665	85	97	68	173	85	157
	0.63	0.55	0.62	0.65	0.63	0.58	0.70
Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.35	5.41	5.39	5.26	5.36	5.35	5.32
	659	85	96	68	173	82	155
	0.81	0.92	0.67	0.99	0.75	0.81	0.81
Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.52	5.49	5.53	5.44	5.50	5.61	5.54
	664	85	96	68	175	85	155
	0.68	0.77	0.71	0.61	0.77	0.56	0.59

Accountability: By Years of Service

Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q5a. I work in an environment where ethical conduct is required.	5.39	5.48	5.57	5.25	5.21	5.41	5.47
	662	87	96	68	172	85	154
	0.89	0.78	0.75	1.00	1.00	0.94	0.80
Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q5b. My supervisor is concerned about improving the performance of my work group.	5.23	5.39	5.18	5.03	5.19	5.23	5.28
	652	87	94	66	171	81	153
	1.01	0.70	1.16	1.21	1.03	0.95	0.97
Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q5c. My supervisor holds me accountable for deliverables.	5.47	5.49	5.51	5.43	5.45	5.47	5.49
	653	84	92	69	173	83	152
	0.72	0.70	0.69	0.63	0.73	0.83	0.73

Personal Development: By Years of Service

Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q7a. My supervisor and I discuss my career opportunities.	4.32	4.42	4.34	4.07	4.40	4.31	4.29
	647	76	93	67	173	84	154
	1.47	1.38	1.63	1.56	1.42	1.45	1.43
Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q7b. I have a development plan in my annual performance review.	4.57	4.61	4.59	4.51	4.61	4.57	4.52
	621	59	95	67	171	82	147
	1.35	1.30	1.50	1.48	1.27	1.35	1.33
Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.65	5.04	4.60	4.41	4.66	4.65	4.58
	657	77	97	68	174	86	155
	1.35	0.98	1.49	1.55	1.29	1.22	1.42

Organizational Support: By Years of Service

Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q9a. I receive the training needed to do my work.	4.95	5.03	5.13	4.75	4.91	4.94	4.96
	662	87	94	69	172	83	157
	1.08	1.06	1.00	1.21	1.08	1.09	1.06
Q9b. I have the resources needed to do my work.	4.75	4.87	4.78	4.64	4.73	4.83	4.70
	665	87	95	69	174	84	156
	1.18	1.10	1.18	1.21	1.20	1.12	1.24
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	5.00	4.99	4.94	4.83	5.05	5.04	5.05
	660	86	96	69	170	85	154
	1.12	1.16	1.11	1.31	1.06	1.03	1.11

Group Management: By Years of Service

Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q11a. I work in a group that operates efficiently.	4.77	5.04	4.60	4.63	4.64	4.79	4.91
	662	84	96	68	173	86	155
	1.12	0.94	1.16	1.20	1.19	1.01	1.11
Q11b. New hires are effectively integrated into my Department/group's work priorities.	4.73	5.04	4.65	4.69	4.61	4.73	4.78
	581	79	82	62	152	75	131
	1.12	1.01	1.22	1.34	1.05	1.15	1.05

Supervision: By Years of Service

Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q13a. I know what is expected of me in my work.	5.30	5.32	5.24	5.16	5.29	5.34	5.39
	669	87	97	68	173	86	158
	0.84	0.75	0.91	1.03	0.88	0.68	0.77
Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q13b. I receive clear direction from my supervisor.	4.85	5.14	4.73	4.63	4.85	4.86	4.86
	660	85	95	68	173	84	155
	1.16	0.89	1.36	1.27	1.17	0.98	1.15
Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q13c. My supervisor stresses an appropriate sense of urgency.	4.91	5.18	4.77	4.81	4.90	4.93	4.90
	650	85	93	68	168	84	152
	1.13	1.00	1.30	1.11	1.11	1.04	1.13
Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	4.95	5.07	4.92	4.74	4.93	4.92	5.03
	669	87	97	69	174	85	157
	1.34	1.21	1.34	1.58	1.37	1.31	1.30

Recognition: By Years of Service

Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q15a. I work in an environment where my opinions and ideas are valued.	4.80	5.06	4.79	4.69	4.77	4.79	4.75
	663	86	96	68	172	86	155
	1.21	1.00	1.18	1.37	1.22	1.14	1.29
Q15b. My ideas on work process and procedure improvements are valued.	4.78	5.01	4.80	4.72	4.75	4.70	4.76
	659	85	94	67	173	84	156
	1.22	1.03	1.19	1.36	1.20	1.21	1.30
Q15c. I am given an appropriate amount of independence.	5.25	5.27	5.23	5.06	5.21	5.42	5.26
	665	86	96	67	175	86	155
	0.93	0.99	1.05	1.13	0.87	0.64	0.91

Fairness and Respect: By Years of Service

Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q17a. I am treated fairly and with respect by my supervisor.	5.16	5.49	5.13	4.94	5.09	5.15	5.18
	668	86	96	68	175	86	157
	1.12	0.75	1.14	1.36	1.17	1.06	1.13
Q17b. I am treated fairly and with respect by my colleagues.	5.20	5.33	5.24	4.85	5.23	5.12	5.28
	669	87	97	68	175	86	156
	0.93	0.88	0.88	1.30	0.83	0.93	0.88

Morale: By Years of Service

Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q19a. Morale in my work unit is generally good.	4.46	4.76	4.48	4.43	4.36	4.41	4.44
	663	84	95	67	173	86	158
	1.30	1.12	1.32	1.43	1.26	1.26	1.39

Pace of Work: By Years of Service

Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q21a. I work in an environment where there is a reasonable workload.	4.26	4.69	4.22	4.07	4.07	4.29	4.32
	671	87	96	69	175	86	158
	1.38	1.19	1.39	1.45	1.47	1.28	1.36
Q21b. We have enough staff to get the work done in a quality manner.	3.81	4.19	3.82	3.70	3.61	3.80	3.85
	662	85	96	67	174	86	154
	1.49	1.31	1.53	1.55	1.49	1.40	1.57

Compensation and Benefits: By Years of Service

Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q23a. I am satisfied with my compensation.	4.30	4.58	4.36	4.27	4.26	4.04	4.29
	664	86	96	66	175	85	156
	1.34	1.30	1.17	1.42	1.38	1.40	1.33
Q23b. I am satisfied with my benefits.	5.20	5.27	5.25	5.25	5.13	5.18	5.19
	666	86	96	69	174	84	157
	0.81	0.83	0.62	0.72	0.78	0.95	0.89

Working at Berkeley Lab: By Years of Service

Question	All	0-1 Yrs.	2-3 Yrs.	4-5 Yrs.	6-10 Yrs.	11-15 Yrs.	16+ Yrs.
Q25a. I am glad to be working at Berkeley Lab.	5.47	5.63	5.45	5.25	5.39	5.43	5.60
	661	87	95	67	171	84	157
	0.75	0.51	0.85	0.91	0.79	0.87	0.58

By Age

Sense of Shared Mission: By Age

Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.31	5.38	5.36	5.31	5.24
	664	66	163	259	176
	0.86	0.70	0.82	0.87	0.95
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.42	5.46	5.51	5.40	5.33
	665	68	163	260	174
	0.81	0.78	0.76	0.79	0.89
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.54	5.47	5.55	5.57	5.52
	671	68	164	263	176
	0.64	0.76	0.64	0.61	0.65
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q1d. I work in an environment where collaboration with other work groups is encouraged.	5.02	4.99	5.01	5.03	5.02
	666	68	162	262	174
	1.12	1.18	1.15	1.03	1.22

Safety: By Age

Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.64	5.74	5.65	5.60	5.66
	665	66	163	262	174
	0.63	0.59	0.61	0.65	0.64
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.35	5.35	5.27	5.39	5.37
	659	66	162	258	173
	0.81	1.02	0.82	0.75	0.81
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.52	5.55	5.50	5.51	5.55
	664	67	163	259	175
	0.68	0.63	0.77	0.62	0.69

Accountability: By Age

Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q5a. I work in an environment where ethical conduct is required.	5.39	5.40	5.37	5.42	5.36
	662	67	162	259	174
	0.89	1.03	0.86	0.81	1.00
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q5b. My supervisor is concerned about improving the performance of my work group.	5.23	5.42	5.28	5.20	5.14
	652	67	159	254	172
	1.01	0.96	0.94	0.98	1.13
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q5c. My supervisor holds me accountable for deliverables.	5.47	5.55	5.50	5.46	5.45
	653	66	157	257	173
	0.72	0.68	0.69	0.77	0.69

Personal Development: By Age

Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q7a. My supervisor and I discuss my career opportunities.	4.32	4.88	4.53	4.23	4.05
	647	66	159	250	172
	1.47	1.18	1.49	1.46	1.48
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q7b. I have a development plan in my annual performance review.	4.57	5.00	4.68	4.63	4.23
	621	58	150	246	167
	1.35	1.04	1.30	1.32	1.47
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.65	4.88	4.81	4.63	4.46
	657	66	160	256	175
	1.35	1.14	1.30	1.36	1.41

Organizational Support: By Age

Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q9a. I receive the training needed to do my work.	4.95	5.05	5.10	4.94	4.80
	662	65	164	261	172
	1.08	1.04	0.95	1.10	1.15
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q9b. I have the resources needed to do my work.	4.75	5.06	4.88	4.69	4.61
	665	66	164	261	174
	1.18	1.02	1.06	1.18	1.32
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	5.00	5.02	5.02	4.97	5.01
	660	66	164	258	172
	1.12	1.16	1.18	1.04	1.16

Group Management: By Age

Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q11a. I work in a group that operates efficiently.	4.77	4.96	4.85	4.75	4.64
	662	67	164	257	174
	1.12	1.13	1.07	1.10	1.20
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q11b. New hires are effectively integrated into my Department/group's work priorities.	4.73	4.89	4.74	4.69	4.74
	581	63	141	229	148
	1.12	1.23	1.18	1.02	1.16

Supervision: By Age

Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q17a. I am treated fairly and with respect by my supervisor.	5.16	5.35	5.28	5.16	4.98
	668	68	163	262	175
	1.12	1.12	1.08	1.06	1.23
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q17b. I am treated fairly and with respect by my colleagues.	5.20	5.28	5.23	5.18	5.19
	669	68	164	260	177
	0.93	0.99	0.94	0.87	0.98

Recognition: By Age

Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q15a. I work in an environment where my opinions and ideas are valued.	4.80	5.03	4.94	4.78	4.61
	663	67	164	258	174
	1.21	1.21	1.14	1.14	1.35
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q15b. My ideas on work process and procedure improvements are valued.	4.78	5.00	4.90	4.76	4.62
	659	65	162	258	174
	1.22	1.20	1.19	1.18	1.30
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q15c. I am given an appropriate amount of independence.	5.25	5.34	5.32	5.26	5.11
	665	68	164	258	175
	0.93	0.99	0.81	0.85	1.09

Fairness and Respect: By Age

Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q17a. I am treated fairly and with respect by my supervisor.	5.16	5.35	5.28	5.16	4.98
	668	68	163	262	175
	1.12	1.12	1.08	1.06	1.23
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q17b. I am treated fairly and with respect by my colleagues.	5.20	5.28	5.23	5.18	5.19
	669	68	164	260	177
	0.93	0.99	0.94	0.87	0.98

Morale: By Age

Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q19a. Morale in my work unit is generally good.	4.46	4.66	4.52	4.49	4.29
	663	67	163	257	176
	1.30	1.25	1.32	1.24	1.39

Pace of Work: By Age

Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q21a. I work in an environment where there is a reasonable workload.	4.26	4.57	4.39	4.17	4.15
	671	68	164	263	176
	1.38	1.41	1.27	1.39	1.44
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q21b. We have enough staff to get the work done in a quality manner.	3.81	4.24	3.89	3.73	3.68
	662	67	161	260	174
	1.49	1.62	1.43	1.46	1.52

Compensation and Benefits: By Age

Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q23a. I am satisfied with my compensation.	4.30	4.23	4.37	4.28	4.28
	664	66	164	261	173
	1.34	1.55	1.29	1.35	1.28
Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q23b. I am satisfied with my benefits.	5.20	5.24	5.15	5.23	5.18
	666	66	164	262	174
	0.81	0.98	0.77	0.78	0.82

Working at Berkeley Lab: By Age

Question	All	25yo-35yo	36yo-45yo	46yo-55yo	56yo-80yo
Q25a. I am glad to be working at Berkeley Lab.	5.47	5.54	5.43	5.52	5.42
	661	67	164	260	170
	0.75	0.86	0.78	0.68	0.78

By Union Affiliation

Sense of Shared Mission: By Union Affiliation

Question	All	Non-Union	CX	KB	SX	TX
Q1a. My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.31	5.35	5.51	4.72	5.29	5.19
	664	512	47	43	35	27
	0.86	0.83	0.59	1.32	0.62	0.83
Question	All	Non-Union	CX	KB	SX	TX
Q1b. My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	5.42	5.47	5.41	5.07	5.24	5.19
	665	510	51	43	34	27
	0.81	0.77	0.88	1.06	0.61	1.00
Question	All	Non-Union	CX	KB	SX	TX
Q1c. My work is important and contributes to the achievement of Berkeley Lab's mission.	5.54	5.56	5.47	5.52	5.53	5.48
	671	513	51	44	36	27
	0.64	0.63	0.76	0.59	0.61	0.85
Question	All	Non-Union	CX	KB	SX	TX
Q1d. I work in an environment where collaboration with other work groups is encouraged.	5.02	5.06	5.02	4.80	4.94	4.67
	666	512	49	44	34	27
	1.12	1.11	1.18	1.25	0.95	1.24

Safety: By Union Affiliation

Question	All	Non-Union	CX	KB	SX	TX
Q3a. I work in a group that recognizes safety as an important core value and priority.	5.64	5.66	5.54	5.52	5.74	5.48
	665	512	50	42	34	27
	0.63	0.60	0.93	0.63	0.45	0.80
Question	All	Non-Union	CX	KB	SX	TX
Q3b. The Laboratory's safety guidelines and practices help me conduct my work safely.	5.35	5.40	5.26	4.91	5.44	5.26
	659	507	50	43	32	27
	0.81	0.77	0.90	1.11	0.62	0.76
Question	All	Non-Union	CX	KB	SX	TX
Q3c. I know and understand what my worker rights and responsibilities are as related to safety and health.	5.52	5.56	5.45	5.40	5.44	5.26
	664	511	49	43	34	27
	0.68	0.68	0.71	0.66	0.50	0.76

Accountability: By Union Affiliation

Question	All	Non-Union	CX	KB	SX	TX
Q5a. I work in an environment where ethical conduct is required.	5.39	5.43	5.34	5.12	5.36	5.19
	662	509	50	43	33	27
	0.89	0.87	1.08	1.05	0.65	0.83
Question	All	Non-Union	CX	KB	SX	TX
Q5b. My supervisor is concerned about improving the performance of my work group.	5.23	5.25	5.25	5.07	5.21	5.00
	652	502	48	42	33	27
	1.01	0.99	1.23	1.20	0.78	1.04
Question	All	Non-Union	CX	KB	SX	TX
Q5c. My supervisor holds me accountable for deliverables.	5.47	5.54	5.27	5.38	5.15	5.08
	653	507	48	39	33	26
	0.72	0.66	1.11	0.67	0.71	0.84

Personal Development: By Union Affiliation

Question	All	Non-Union	CX	KB	SX	TX
Q7a. My supervisor and I discuss my career opportunities.	4.32	4.36	4.43	4.12	4.12	4.04
	647	496	47	43	34	27
	1.47	1.46	1.47	1.56	1.55	1.34
Question	All	Non-Union	CX	KB	SX	TX
Q7b. I have a development plan in my annual performance review.	4.57	4.66	4.38	4.05	4.41	4.20
	621	480	45	39	32	25
	1.35	1.31	1.51	1.62	1.48	1.00
Question	All	Non-Union	CX	KB	SX	TX
Q7c. I receive constructive and timely feedback on my performance from my supervisor.	4.65	4.67	4.51	4.33	4.91	4.62
	657	504	49	43	35	26
	1.35	1.34	1.49	1.58	1.04	1.13

Organizational Support: By Union Affiliation

Question	All	Non-Union	CX	KB	SX	TX
Q9a. I receive the training needed to do my work.	4.95	4.95	4.82	4.95	5.39	4.77
	662	511	49	43	33	26
	1.08	1.08	1.13	1.07	0.56	1.31
Question	All	Non-Union	CX	KB	SX	TX
Q9b. I have the resources needed to do my work.	4.75	4.71	4.94	4.77	5.03	4.85
	665	512	51	44	32	26
	1.18	1.23	0.97	1.26	0.65	0.97
Question	All	Non-Union	CX	KB	SX	TX
Q9c. I know where to go for help in resolving disputes with colleagues and / or supervisors.	5.00	5.03	5.04	4.65	5.06	4.85
	660	509	49	43	33	26
	1.12	1.10	1.10	1.38	1.00	1.16

Group Management: By Union Affiliation

Question	All	Non-Union	CX	KB	SX	TX
Q11a. I work in a group that operates efficiently.	4.77	4.77	5.04	4.39	4.89	4.59
	662	509	50	41	35	27
	1.12	1.11	0.97	1.50	0.87	1.19
Question	All	Non-Union	CX	KB	SX	TX
Q11b. New hires are effectively integrated into my Department/group's work priorities.	4.73	4.78	5.00	4.14	4.84	4.10
	581	451	43	35	31	21
	1.12	1.08	1.02	1.56	0.69	1.34

Supervision: By Union Affiliation

Question	All	Non-Union	CX	KB	SX	TX
Q13a. I know what is expected of me in my work.	5.30	5.30	5.29	5.35	5.42	5.07
	669	512	51	43	36	27
	0.84	0.84	0.97	0.81	0.60	0.87
Question	All	Non-Union	CX	KB	SX	TX
Q13b. I receive clear direction from my supervisor.	4.85	4.88	4.69	4.81	5.03	4.38
	660	508	49	43	34	26
	1.16	1.12	1.53	1.18	0.94	1.17
Question	All	Non-Union	CX	KB	SX	TX
Q13c. My supervisor stresses an appropriate sense of urgency.	4.91	4.99	4.79	4.79	4.56	4.23
	650	502	47	43	32	26
	1.13	1.09	1.46	1.04	0.91	1.31
Question	All	Non-Union	CX	KB	SX	TX
Q13d. I am comfortable bringing issues and problems to the attention of my supervisor.	4.95	5.01	4.80	4.80	4.83	4.44
	669	512	50	44	36	27
	1.34	1.33	1.39	1.49	1.30	1.25

Recognition: By Union Affiliation

Question	All	Non-Union	CX	KB	SX	TX
Q15a. I work in an environment where my opinions and ideas are valued.	4.80	4.88	4.57	4.29	4.82	4.44
	663	510	51	41	34	27
	1.21	1.19	1.37	1.49	0.90	1.01
Question	All	Non-Union	CX	KB	SX	TX
Q15b. My ideas on work process and procedure improvements are valued.	4.78	4.85	4.62	4.33	4.91	4.44
	659	506	50	43	33	27
	1.22	1.19	1.34	1.48	1.01	1.09
Question	All	Non-Union	CX	KB	SX	TX
Q15c. I am given an appropriate amount of independence.	5.25	5.31	5.06	5.05	5.11	4.85
	665	510	50	43	35	27
	0.93	0.86	1.33	1.23	0.68	0.91

Fairness and Respect: By Union Affiliation

Question	All	Non-Union	CX	KB	SX	TX
Q17a. I am treated fairly and with respect by my supervisor.	5.16	5.20	5.04	5.14	5.00	4.88
	668	511	51	44	36	26
	1.12	1.12	1.30	0.98	1.01	1.07
Question	All	Non-Union	CX	KB	SX	TX
Q17b. I am treated fairly and with respect by my colleagues.	5.20	5.22	5.14	5.27	5.23	4.89
	669	513	50	44	35	27
	0.93	0.92	0.99	0.90	0.65	1.22

Morale: By Union Affiliation

Question	All	Non-Union	CX	KB	SX	TX
Q19a. Morale in my work unit is generally good.	4.46	4.52	4.55	3.60	4.83	4.08
	663	509	49	43	36	26
	1.30	1.25	1.32	1.58	1.18	1.44

Pace of Work: By Union Affiliation

Question	All	Non-Union	CX	KB	SX	TX
Q21a. I work in an environment where there is a reasonable workload.	4.26	4.13	4.63	4.45	5.19	4.48
	671	513	51	44	36	27
	1.38	1.42	1.25	1.34	0.58	1.19
Q21b. We have enough staff to get the work done in a quality manner.	3.81	3.77	4.22	2.93	4.66	3.96
	662	506	50	44	35	27
	1.49	1.48	1.56	1.58	0.91	1.32

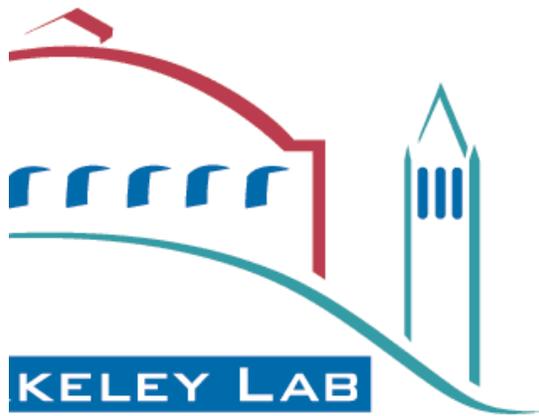
Compensation and Benefits: By Union Affiliation

Question	All	Non-Union	CX	KB	SX	TX
Q23a. I am satisfied with my compensation.	4.30	4.40	3.82	4.11	4.12	3.81
	664	510	51	44	33	26
	1.34	1.30	1.45	1.43	1.41	1.27
Q23b. I am satisfied with my benefits.	5.20	5.28	5.20	4.86	4.91	4.54
	666	511	51	44	34	26
	0.81	0.76	0.94	0.93	0.75	0.90

Working at Berkeley Lab: By Union Affiliation

Question	All	Non-Union	CX	KB	SX	TX
Q25a. I am glad to be working at Berkeley Lab.	5.47	5.48	5.49	5.42	5.69	5.19
	661	509	47	43	35	27
	0.75	0.76	0.66	0.82	0.47	0.83

Appendix A: The Survey Instrument



Operations Employee Climate Survey

Please read each statement in the survey and consider the extent to which you agree with each statement. Then choose the response which best describes your impression.

If you encounter a question that you don't have an answer for, please select "N/A - Don't Know."

Sense of Shared Mission

Q1a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/ADo n't Know
My Division is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	<input type="radio"/>						
Q1b My Department/group is committed to excellence that contributes to the achievement of Berkeley Lab's mission.	<input type="radio"/>						
Q1c My work is important and contributes to the achievement of Berkeley Lab's mission.	<input type="radio"/>						
Q1d I work in an environment where collaboration with other work groups is encouraged.	<input type="radio"/>						

Q2 Are there any comments you would like to offer about the sense of shared mission at Berkeley Lab?

Safety

Q3a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/ADo n't Know
I work in a group that recognizes safety as an important core value and priority.	<input type="radio"/>						
Q3b The Laboratory's safety guidelines and practices help me conduct my work safely.	<input type="radio"/>						
Q3c I know and understand what my worker rights and responsibilities are as related to safety and health.	<input type="radio"/>						

Q4 Are there any comments you would like to offer about safety at Berkeley Lab?

Accountability

Q5a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Don't Know
I work in an environment where ethical conduct is required.	<input type="radio"/>						
Q5b My supervisor is concerned about improving the performance of my work group.	<input type="radio"/>						
Q5c My supervisor holds me accountable for deliverables.	<input type="radio"/>						

Q6 Are there any comments you would like to offer about accountability at Berkeley Lab?

Personal Development

Q7a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Don't Know
My supervisor and I discuss my career opportunities.	<input type="radio"/>						
Q7b I have a development plan in my annual performance review.	<input type="radio"/>						
Q7c I receive constructive and timely feedback on my performance from my supervisor.	<input type="radio"/>						

Q8 Are there any comments you would like to offer about personal development at Berkeley Lab?

Organizational Support

Q9a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/ADo n't Know
I receive the training needed to do my work.	<input type="radio"/>						
Q9b I have the resources needed to do my work.	<input type="radio"/>						
Q9c I know where to go for help in resolving disputes with colleagues and / or supervisors.	<input type="radio"/>						

Q10 Are there any comments you would like to offer about organizational support at Berkeley Lab?

Group Management

Q11a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/ADo n't Know
I work in a group that operates efficiently.	<input type="radio"/>						
Q11b New hires are effectively integrated into my Department/group's work priorities.	<input type="radio"/>						

Q12 Are there any comments you would like to offer about group management at Berkeley Lab?

Supervision

Q13a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Do n't Know
I know what is expected of me in my work.	<input type="radio"/>						
Q13b I receive clear direction from my supervisor.	<input type="radio"/>						
Q13c My supervisor stresses an appropriate sense of urgency.	<input type="radio"/>						
Q13d I am comfortable bringing issues and problems to the attention of my supervisor.	<input type="radio"/>						

Q14 Are there any comments you would like to offer about supervision at Berkeley Lab?

Recognition

Q15a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Do n't Know
I work in an environment where my opinions and ideas are valued.	<input type="radio"/>						
Q15b My ideas on work process and procedure improvements are valued.	<input type="radio"/>						
Q15c I am given an appropriate amount of independence.	<input type="radio"/>						

Q16 Are there any comments you would like to offer about recognition at Berkeley Lab?

Fairness and Respect

Q17a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Don't Know
I am treated fairly and with respect by my supervisor.	<input type="radio"/>						
Q17b I am treated fairly and with respect by my colleagues.	<input type="radio"/>						

Q18 Are there any comments you would like to offer about fairness and respect at Berkeley Lab?

Morale

Q19a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Don't Know
Morale in my work unit is generally good.	<input type="radio"/>						

Q20 Are there any comments you would like to offer about morale at Berkeley Lab?

Pace of Work

Q21a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/ADon't Know
I work in an environment where there is a reasonable workload.	<input type="radio"/>						
Q21b We have enough staff to get the work done in a quality manner.	<input type="radio"/>						

Q22 Are there any comments you would like to offer about the pace of work at Berkeley Lab?

Compensation and Benefits

Q23a Choose the response which best describes your level of agreement with each of the following statements.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/ADon't Know
I am satisfied with my compensation.	<input type="radio"/>						
Q23b I am satisfied with my benefits.	<input type="radio"/>						

Q24 Are there any comments you would like to offer about compensation and benefits at Berkeley Lab?

Overall

Q25a Choose the response which best describes your level of agreement with the following statement.

	Strongly Agree6	Agree5	Slightly Agree4	Slightly Disagree3	Disagree2	Strongly Disagree1	N/A/Don't Know
I am glad to be working at Berkeley Lab.	<input type="radio"/>						

Q26 What do you like best about working at Berkeley Lab?

Q27 What do you like least about working at Berkeley Lab?

Importance of Measures of Job Satisfaction

Q28a Please rate the importance of the following items as they relate to your overall job satisfaction.

	Very Important6	5	4	3	2	Not At All Important1	N/A/Don't Know
Sense of Shared Mission	<input type="radio"/>						
Q28b Safety	<input type="radio"/>						
Q28c Accountability for Conduct and Performance	<input type="radio"/>						
Q28d Personal Development	<input type="radio"/>						
Q28e Organizational Resources for Support	<input type="radio"/>						
Q28f Supervision	<input type="radio"/>						
Q28g Group Management Effectiveness	<input type="radio"/>						
Q28h Recognition	<input type="radio"/>						
Q28i Fairness and Respect	<input type="radio"/>						
Q28j Morale	<input type="radio"/>						
Q28k Pace of Work and Reasonable Workload	<input type="radio"/>						
Q28l Compensation and Benefits	<input type="radio"/>						

IMPORTANT!
Please press submit below to forward your responses.
Thank you.

